

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 5/05/2014

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Richard Hurlbert and Arlene Bonacci, Dale Dahms, Jim Jansen

MEMBERS ABSENT: None

OTHERS PRESENT: Robin Stowe, Dave Solin, Pete Pennington, and Joe Novak

The meeting was called to order at 9:00 a.m. by Chairman Nonnenmacher in the Law Library, Room 205, of the Langlade County Courthouse, 800 Clermont St, Antigo, WI 54409.

Pledge of Allegiance.

Approve/amend minutes of April 3, 2014.

Motion by Hurlbert, seconded by Bonacci to approve the minutes of April 3, 2014 as printed. All ayes, motion carried.

Discuss resources available from Wisconsin Counties Association legal counsel (Phillips Borowski) and Wisconsin County Mutual Insurance Corporation to assist the County in addressing employment, personnel and labor issues.

Continuation of information discussed at the April 3rd meeting. Given the limited resources currently committed to addressing the County's human resources and labor relations, the Committee was asked to consider contracting for these services on a trial basis. Until 2011, the County retained outside labor counsel as this area of the law is recognized as a "specialty" field of practice. Since 2011, the Corporation Counsel has been providing labor relations services to the best of his ability, including contract negotiations (collective bargaining and total base wage bargaining), resolving employee grievances, conducting employee disciplinary investigations, participating in decisions on employee discipline, handling employee benefit appeals, etc. The Committee has authorized the Corporation Counsel to retain outside labor counsel when he deems necessary. However, if the County entered into an agreement with a specific labor relations legal firm, then the County could secure more services for the same or reduced fees. The Corporation Counsel has solicited a proposal from the Phillips Borowski law firm. Phillips Borowski currently provides similar labor relations services for several Wisconsin Counties. Regarding the County's need for additional assistance with human services, the Finance Director solicited a proposal from the County's audit firm (Schenck S.C.) for contracted services. Since Schenck also works with Phillips Borowski for labor relations legal services, it may be possible to "bundle" both labor relations and human services in one contract. The Committee will be asked to review these proposals at a future meeting. The County has budgeted \$ 15,000 for these services in 2014. The proposal is to enter into contracts for these services (not to exceed \$ 5,000) on a trial basis this year.

Discuss Employee Handbook.

No revisions are proposed for the Employee Handbook at this time.

Review monthly bills for Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney.

No action required.

Set date for next meeting.

The next regular meeting date will be June 12, 2014 at 9:00 a.m.

Adjourn the meeting.

A motion was made by Hurlbert, seconded by Jansen to adjourn the meeting. All ayes, motion carried, and the meeting was adjourned.

Respectfully submitted:
Gail Dunlop