

**LANGLADE COUNTY  
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 11/01/2012**

**Time: 9:00 a.m.**

**CHAIRMAN:** Doug Nonnenmacher

**MEMBERS PRESENT:** Doug Nonnenmacher, Dale Dahms, Richard Hurlbert, Dave Solin, and Richard Olsen

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Robin Stowe, Steve Jackson, Tim Rusch, Craig Hotchkiss

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, and WI 54409.

Pledge of Allegiance.

**Approve/amend minutes of October 22, 2012.**

Motion by Hurlbert, seconded by Dahms, to approve the minutes of October 22, 2012 as printed. All ayes, motion carried.

**At approximately 9:00 a.m., consider moving into closed session pursuant to Section 19.85(1)(g), Wisconsin Statutes, conferring with legal counsel for the governmental body with respect to litigation in which it is or is likely to become involved regarding Highway Union Grievance #02.11.**

Motion by Dahms, seconded by Hurlbert, to go into closed session at 9:00 a.m. Roll call Dahms, aye, Hurlbert, aye, Nonnenmacher, aye, Solin, aye, Olsen, aye. The committee commenced to closed session.

**At approximately 9:15 a.m., return to open session with possible action taken on any matters discussed during closed session.**

Motion by Hurlbert, seconded by Dahms, to return to open session. All ayes, motion carried. The Committee returned to open session at 9:15 a.m. Motion by Dahms, seconded by Solin to adopt the strategy discussed in closed session to resolve the Highway Union Grievance. All ayes, motion carried.

**Discuss refilling Forester position that will become vacant on December 31, 2012.**

Forester Dale Carlson will be retiring on December 31, 2012. This position will be advertised and applicant must have a bachelor's degree. Motion by Solin, seconded by Olsen to approve the request to refill the position upon vacancy. All ayes, motion carried.

**Review policy on "light duty" positions.**

Robin distributed sample "return to work" policies from the County's insurer. The County insurer recommends adopting a "return to work" policy to help offset the cost of worker's compensation insurance. Discussion followed. Robin will draft a policy for the Committee to consider at a future meeting. Motion by Olsen, seconded by Hurlbert that a policy be drafted.

**Discuss allowing an additional 100 hours of PTO time to be moved to an employee's Extended Leave Bank in January, 2013 during the transition to the new PTO Policy.**

With the transition to PTO effective January 1, 2013, long serving employees will quickly find themselves at the hourly cap for paid-time off. The policy currently allows employees to transfer 100 hours of PTO to the employee's extended leave bank on June 30<sup>th</sup> and November 30<sup>th</sup> each year. It is recommended that the PTO policy also allow 100 hours be transferred in January of 2013 to the extended leave bank. Motion by Olsen, seconded by Dahms to allow an additional 100 hours of PTO time to be moved to long term employee's extended leave bank in January of 2013. All ayes, motion carried.

**Review/approve payment of monthly bills for the following departments: Corporation Counsel, Circuit Court, Probate/Juvenile, Register of Deeds and District Attorney.**

Craig Hotchkiss distributed information to committee regarding secure detention and shelter placements. Discussion followed. Motion by Dahms, seconded by Olsen to approve payment of bills as presented. All ayes, motion carried.

**Set date for next meeting.**

The next regular meeting date will be December 6, 2012 at 9:00 a.m. The Committee will also meet on November 13 to conduct total base wage bargaining with unions. Robin advised the Committee that he will be attending a BRB Consortium meeting in Stevens Point on Friday, November 2<sup>nd</sup>. The Consortium will be discussing options to obtain directions from the State regarding how to implement the BRB given the series of recent Court decisions.

**Adjourn the meeting.**

A motion was made by Hurlbert, seconded by Dahms to adjourn the meeting. All ayes, motion carried, and the meeting was adjourned at 9:54 a.m.

Respectfully submitted:  
Gail Dunlop