

**LANGLADE COUNTY  
PERSONNEL COMMITTEE REPORT**

**Meeting Date: 11/07/2013**

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

**CHAIRMAN:** Doug Nonnenmacher

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

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Robin Stowe, Gary Olsen

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 October 22, 2013.**

Motion by Dahms, seconded by Bonacci, to approve the minutes of October 22, 2013 as printed. All ayes, motion carried.

**Discuss revising language in Employee Handbook regarding: call-in pay for Maintenance Department employees; compensation for non-casual positions shall be identified on a Compensation Matrix; changes required by the Affordable Care Act; and review changes that have already been made to the Employee Handbook.**

Robin distributed copies of proposed revisions to the Employee Handbook along with a listing of all changes made to date. The revisions under consideration at this time include: a provision that "add on" payments (call in pay, pager pay) are already established at a premium rate for purposes of determining regular rate of pay for hours worked over 40 hours per week; referencing the newly created compensation matrix for union positions; and changing Health Insurance section of the Handbook to reference the requirements of the Affordable Care Act/ObamaCare.

Motion by Dahms, second by Hurlbert to approve the changes to the Employee Handbook as proposed. All ayes, motion carried.

Robin advised that he, Gary Olsen, Tim Rusch, and Crystal Wells will be working on a new compensation matrix for Highway Union positions for implementation in 2014. Robin also advised that the Handbook Advisory Committee will be meeting in the near future to review issues involved in the implementation of certain aspects of the Handbook - such as the effect of PTO for positions that are required to work shifts that include scheduled overtime.

**Update of Total Base Wage bargaining with Unions.**

To date, the County has not received a request to resume total base wage bargaining. If a request is received, then the Committee is prepared to schedule another bargaining session.

Robin advised the Committee that the Law Enforcement Union (Deputies) had ratified the one-year contract offer. This offer will be presented to the County Board at its next meeting for its review and approval. Once approved, the new contract will be in effect from January 1, 2014 - December 31, 2014.

Robin provided the Committee with a comparison of the bargaining process and wage settlements of both the City of Antigo and Langlade County.

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

The bills were reviewed. No action taken.

**Set date for next meeting.**

The next regular meeting date will be December 5, 2013 at 9:00 a.m.

**Adjourn the meeting.**

A motion was made by Hurlbert, seconded by Bonacci to adjourn the meeting. All ayes, motion carried, and the meeting was adjourned at 9:45 a.m.

Respectfully submitted:  
Gail Dunlop