

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 10/10/2013

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

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

MEMBERS ABSENT: Richard Hurlbert

OTHERS PRESENT: Robin Stowe, Gary Olsen and Tim Rusch

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 September 5, 2013.

Motion by Bonacci, seconded by Dahms, to approve the minutes of September 5, 2013 as printed. All ayes, motion carried.

Discuss electronic recording with the Register of Deeds.

Robin advised that Sandy will be contracting with a couple of different companies to record documents electronically. There is no cost to the county for this service. The public will be able to file their documents electronically with the Register of Deeds Office. They will still have to pay the filing fee. Information only. No action required.

Discuss Resolution to approve Staffing Plan for the Highway Department.

Tim Rusch addressed the committee to request that the current staffing level of 29 employees remain and should there be a vacancy it be pre-approved and refilled at the discretion of the Highway Committee. This approval to refill vacancies would be between the months of October, 2013 through March, 2014 and September, 2014 through March, 2015 using an eligibility list that has been created. Discussion followed. Motion by Bonacci, seconded by Dahms to send resolution to the County Board to approve the staffing plan for the Highway Department. 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.

Robin reviewed items that will need to be added to the Employee Handbook: 1) reference to the new compensation matrix for union positions; 2) clarification that "add-on" payments such as call-in pay and pager pay are already paid at a premium for purposes of FLSA overtime calculations; 3) reference to changes in health care benefit language as required by the Affordable Care Act. Discussion followed. Robin will provide specific verbiage for these additions for the Committee to review at its next meeting along with a listing of changes that have already been made.

At approximately 9:30 a.m., consider moving into closed session pursuant to §19.85(1)(c) and (e), Wisconsin Statutes, considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and to conduct public business whenever competitive or bargaining reasons require a closed session, to discuss the County's bargaining proposals for Unions for 2014.

Motion by Bonacci, seconded by Dahms to move into closed session. By roll call vote, Bonacci, aye, Dahms, Aye, Solin, aye, Olsen, aye, Nonnenmacher, aye. The committee commenced to closed session at 9:30 a.m.

At approximately 10:00 a.m., return to open session with possible action taken on any matters discussed during closed session.

Motion by Bonacci, seconded by Dahms to return to open session. All ayes, motion carried. The committee returned to open session. The Committee directed Robin to set up a meeting with the Deputies Union to start collective bargaining and also total base wage bargaining with the remaining unions.

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 November 7, 2013 at 9:00 a.m.

Adjourn the meeting.

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

Respectfully submitted:
Gail Dunlop