

**LANGLADE COUNTY
PERSONNEL COMMITTEE REPORT**

Meeting Date: 9/05/2013

Time: 9:00 a.m.

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Richard Hurlbert, Richard Olsen and Arlene Bonacci

MEMBERS ABSENT: Dale Dahms

OTHERS PRESENT: Robin Stowe, Gary Olsen, Marilyn Baraniak, Tim Rusch, Chet Haatvedt, Bill Greening, Craig Hotchkiss, Don Bergbower

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 August 1, 2013.

Motion by Hurlbert, seconded by Bonacci, to approve the minutes of August 1, 2013 as printed. All ayes, motion carried.

Discuss wage scale for Union positions.

Since January 1, 2013, there has not existed any "approved" pay scales for positions represented by the Courthouse, Professional, Corrections/Dispatch and Highway Unions as the pay scales included in union contracts were not adopted with the Employee Handbook. For purposes of recruitment, retention and avoiding violations of the Equal Pay Act and wage discrimination claims, it is necessary for the County to formally adopt pay scales for these union positions. Previously, the Committee expressed an interest in establishing pay scales which also address the step increases that have not been implemented for union employees since the beginning of the year.

With the adoption of the Budget Repair Bill (BRB) two years ago, all Counties are faced with developing new wage plans for positions that are or were represented by unions. The BRB Consortium and the WCA have advised their members to adopt one compensation and benefit plan for all non-casual employment positions. Since 2005, the County has maintained a 10-step compensation plan for non-union positions. Gary presented a plan for these union positions using the same methodology as the non-union compensation plan. Using this approach, most union employees are placed at the final step (Step 10) and would not receive any increase (except a COLA as determined under a total base wage agreement). The question then presented to the Committee is where to place 14 employees on the proposed pay matrix who are not at Step 10. For those employees who have not yet satisfied their probationary period, they would not move to the next applicable pay step until they complete their probationary period (12 months after date of hire). Those employees, who have satisfied their probationary period, would be placed on at the appropriate pay step retroactive to the date that they would have otherwise achieved the next step in pay, under the former step system, in order to address the concerns previously raised by the Committee. Motion by Hurlbert, seconded by Olsen to accept the proposed plan and forward a resolution to County Board for approval. All ayes. Motion carried. If adopted the compensation plan would be added to the employment handbook and

administered the same as the non-union compensation plan (i.e., subject to a review every five years based upon comparable wage information from counties having similar populations).

At the present time, the County does not have funding allocated in the 2014 budget to cover the costs of this proposed plan. The cost for retro pay is approximately \$2,786.00; and the cost of the wage plan in 2014 would be approximately \$19,617.00. The Committee was asked to assign a budget priority rank to this proposal as the Committee previously ranked the increase in hours for social workers as the number one funding priority. Motion by Bonacci, seconded by Olsen to make the retro wage scale the number one priority. By roll call vote, two ayes, two noes. Motion failed. Gary explained that retro payments could not be made until a funding source is designated for retro pay and funding for the wage plan is included in the preliminary 2014 budget.

Discuss revising language in Employee Handbook regarding WRS eligibility for part-time and casual employees.

The Employee Handbook contains specific terms for eligibility for WRS benefits, as follows: Page 4, section II. EMPLOYMENT, HOURS OF WORK AND PAY: B. Part-time Employees and Casual Employees should be changed to more generic as it pertains to WRS eligibility. This portion of the handbook currently reads, “Any *casual* employee initially employed prior to July 1, 2011, is not eligible for WRS benefits unless there exists an expectation of at least 600 hours of actual performance of duty per calendar year and the employee is expected to be employed for at least one year. After July 1, 2011, any casual employee, who had not previously worked for a WRS employer, is not eligible for WRS benefits unless there exists an expectation of at least 1,200 hours of actual performance of duty per twelve month “look back” period, and the employee is expected to be employed for at least one year.”

As the State continues to adjust the eligibility for WRS benefits, it is recommended that we revise the Handbook to include a more general description of the eligibility for these benefits, as follows: **Wisconsin Retirement System eligibility and enrollment will be administered according to the current policies of the Department of Employee Trust Funds.** Motion by Hurlbert, seconded by Nonnenmacher to follow the WRS eligibility. All ayes, motion carried.

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 October 10, 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.

Respectfully submitted:
Gail Dunlop