

PERSONNEL COMMITTEE MEETING

August 16, 2006

The meeting of the Personnel Committee was called to order by Chair John Brennan at 3:00 PM on Wednesday, August 16, 2006 in the County Board Room, Courthouse, Green Lake, WI. The requirements of the open meeting law were certified as being met.

Present: John Brennan
Margaret Hollander
Bob Krause
Elden Dallman
Gene Schroeder

Also Present: Marge Bostelmann, County Clerk
Orrin Helmer, Board Chair
John Selsing, Corporation Counsel
Brenda Keller, HR Consulting

AGENDA

Motion/second(Hollander/Krause) to approve the amended agenda. Motion carried.

PUBLIC COMMENTS None

UNION NEGOTIATIONS EXCHANGE PROPOSALS

WPPA – Proposal

Ed Vanden Bloomen, Carl Guenther, Chad Holdorf, Mark Podoll, Denise Oft.

1. Increase Shift Differential by .10/hour
2. Switch to Wisconsin Public Employers Group Health Plan
3. Payment of \$1500/year for employees who do not take insurance
4. 5 additional holidays
5. Double time for working more than shift on holidays when worked over and above 6/3 scheduled hours
6. Vacation request for detectives and secretaries shall be granted when requested with at least 48 hours prior notice.
7. Sick leave – no maximum cap
8. sick leave payout may be deposited into the employee deferred compensation account at retirement or termination
9. County provide short term disability insurance program
10. 3 year contract term
11. Add a new step 6 after 18 years of service.
12. Wages a fair and equitable wage during the course of the negotiations.

Green Lake – Proposal

1. Proposed lay – off language.

2. Sick leave charged in increments of not less the ½ day.
3. Personal Days and Holidays charged in increments of not less then 4 hours.
4. Vacation charged one full week with all other charged in increments of no less than 1 hour.
5. The county proposed a list of changes for employee hired after 1/1/07

Proposals related only to WPPPA

Item 1 to 4: The first four County proposed relates to flexibility in scheduling.

- 5 Incorporates a side agreement relating to Clerk/Matron.
- 6 Incorporates a side agreement relating to posting of the monthly schedule
- 7 Change the overtime language to over 40 hours.
- 8 Change of language relating to filling shifts
- 9 Overtime to a minimum of 1 hour not 2 hours.
- 10 Employee contribute the employees share up to 5%
- 11 Change Health Insurance benefit starting from 1 month to 3 months and new hire will not remain on the insurance after retirement.
- 12 Change uniform allowance to reflect the employees purchasing their own uniforms and being reimbursed.
- 13 Change holiday allowance from 12 to 8.
- 14 Cap the amount of vacation to 20 days or at what the employee is at this year.
- 15 Incorporates a side agreement relating to scheduling per
- 16 Clarify scheduling of vacation using the word “four” and “fulltime”.
- 17 Consider proposing taking ½ of sick leave balance and converting it to an HRA account.
- 18 Clarify Military leave “as a result of en emergency”
- 19 Propose new layoff language
- 20 Correct a typographical error under Promotions & Transfers
- 21 Change language that if a person transfers or is promoted and it does not work out they return to their previous position.
- 22 Prorate benefits for part-time employees.
- 23 Clarify part-time language because of 6-3 schedule.
- 24 Duration 3 years
- 25 Insurance employee contribution capped at 2006 costs.
- 26 Wage and benefit package not to exceed 1.5% per year.
- 27 Re-format document for easier reading

Courthouse

Tom Wischman Missy Zamzow, Mitzi Putzke, Pat Riley Joan Renn, Kathy Doro, Jeanne Theune

Courthouse Proposal

1. Proposed lay-off language.
2. Sick leave charged in increments of not less the ½ day.
3. Personal Days and Holidays charged in increments of not less then 4 hours.
4. Vacation charged one full week with all other charged in increments of no less than 1 hour.

Proposals specific to Courthouse Union

1. Layoff language
2. Increase Probation time to 1 year

3. Clean up language related to jury duty and military leave
4. Holidays eliminate Presidents day, change 4 to 3 and eliminate the words sick leave
5. Vacation time capped at 20 days and employees with more than 20 days capped at 2006 rate.
6. Employees pay employees share of retirement up to 5%.
7. New employees are eligible for health insurance after 3 months, eliminate health eligibility for insurance after retirement
8. Overtime begins after 40 hours.
9. Prorate part-time employees after 20 hours.
10. Part-time employees are paid in accordance with fair labor law
11. Duration 3 years
12. Cap County contributions for insurance to the 2006 contribution.
13. Include Maintenance staff shift schedule.
14. Wage & benefit package of 1.5% per year.

Union proposal to County

1. Modify all dates to reflect the term of the new agreement.
2. Sick leave Employees on workers comp can supplement benefits with sick leave.
3. Want to talk about the impact on employees of community service workers on union employees
4. Classification and Wage Scale – eliminate first step and make 12 year step at 6 years.
5. Reclassification of Terminal Operator, Account Clerk II, Legal Clerk and Mail/Custodian.

Highway

Tom Wishman Bob Jahns, Tom Seeliger, Scott Schmeckpepper Steve Otto, Jerry Shed

County to Union

1. Proposed lay-off language.
2. Sick leave charged in increments of not less the ½ day.
3. Personal Days and Holidays charged in increments of not less then 4 hours.
4. Vacation charged one full week with all other charged in increments of no less than 1 hour
5. Proposed language changes for employees who start 1/1/07

Proposals specific to Highway Union

1. Layoff language
2. Probationary language 1 year.
3. Clean up jury duty and military leave language
4. Vacation time capped at 20 days and employees with more than 20 days capped at 2006 rate.
5. Employee contributes employee retirement contribution up to 5%
6. New employee's health insurance starts at 3 months and eliminate health insurance eligible for retirement
7. Overtime pay changed to allow employee to work 8 hour days if called in early, they can leave early after 8 hours.
8. Prorate benefits for part-time employees.

9. Cap employer health insurance premium contributions at the 2006 level
10. Duration 3 years
11. Language relating to Chainsaw boots and safety shoes.
12. Wage and benefits package of 1.5%

Union to County

1. Modify all dates to reflect the term of the agreement.
2. Floating holiday change from one to two based on anniversary date.
Double time for any holiday
3. Worker's comp language.
Accrue one additional hour of vacation for each sick day not used.
Ability to replenish the sick bank with sick days accumulated over the cap.
If sick during vacation be allowed to change to sick time.
4. Safety boots to \$150 plus \$10 each year of contract. Clarify safety shoe language.
Change language for prescription safety glass costs.
5. Change in how a vacation is taken. Increase winter time to 3 people off and summer to 4 people off.
Limit the number of maximum amount of time for 2 weeks with one week back to work before more time is taken.
6. CDL language.
7. Training based on seniority basis.
Employees receive the rate of pay for higher classification when doing that work
8. Proposed classification and wage change – grader operator be paid as grader operator all hours worked.
9. Change steps as proposed in Courthouse proposal

Professionals

Tom Wishman, Tracy Soda, Jeri Lowe, Dawn Brantley,
Courthouse to union

1. Proposed lay-off language.
2. Sick leave charged in increments of not less the ½ day.
3. Personal Days and Holidays charged in increments of not less than 4 hours.
4. Vacation charged one full week with all other charged in increments of no less than 1 hour
5. List of changes for new employees who start after 1/1/07.

Proposal specific to Professional Union

1. Layoff language
2. Increase probationary period to 1 year
3. Clean up Military language
4. Eliminate President's day, reduce personal days from 4 to 3 and eliminate the words sick leave
5. Change personal days form 4 to 3
6. Cap vacation days at 20, for those who have more then 20 days capped at 2006 level.
7. Employees contribute employee's share of retirement up to 5%
8. New employees are eligible for insurance at the 3rd month.
9. Employees hired in 1/1/07 are not eligible for insurance after retirement

10. Overtime pay after 40 hours.
11. Prorate benefits for part-time employees.
12. County's Policy for tuition reimbursement shall apply to union
13. Cap insurance premium contribution by the county to 2006 level.
14. Wage and benefit package of 1/5%.

Union to County

1. Dates in accordance to agreement
2. Increase sick day maximum to 120 days.
3. Buy out increased to 120.
4. Increase amount of vacation time after 1 year, 6 years and 12 years then an additional day.
5. 3 days of Funeral leave for daughter/son in-law, grand parents
6. Personnel days 4 to 5 days
7. Pro-rate fringe benefits if the number of hours worked changes from 35 to 40.
8. Comp time policy incorporated into contract
9. Bumping language proposal
10. Change step classification

COMMITTEE DISCUSSION


Next regular meeting: Regular meeting – September 14, 2006 at 3:00.

Negotiations on August 21, 22, 23 and 30 at 4:30.

ADJOURNMENT

Motion/second(Dallman/Hollander) to adjourn at 7:10 PM. Motion carried.

Submitted by,



Margaret Bostelmann
County Clerk