

PERSONNEL COMMITTEE MEETING

June 11, 2009

The meeting of the Personnel Committee was called to order by Chair Gene Schroeder at 3:00 PM on Thursday, June 11, 2009 in the County Board Room, Courthouse, Green Lake, WI. The requirements of the open meeting law were certified as being met.

Present: Gene Schroeder
Elden Dallman
Maureen Schweder
Bob Krause (3:15)
Howard Sell

Also Present: Marge Bostelmann, County Clerk
Orrin Helmer, County Board Chair
Dan Priske, County Board Vice-Chair
John Selsing, Corporation Counsel
Brenda Keller, HR Consultant
Mark Putzke, Chief Deputy
Sheriff Mark Podoll
LeRoy Dissing, HHS Deputy Director

Also Present: Jeri Lowe, Tracy Soda Bob Jahn, Kathy Doro and Dawn Brantley

AGENDA

Motion/second (Sell/Dallman) to approve the agenda. Motion carried.

MINUTES

Motion/second (Schweder/Sell) to approve the minutes of May 14, 2009. Motion carried.

PUBLIC COMMENTS – None

CORRESPONDENCE

Schroeder received a letter from the AFSCME Presidents stating that they do not believe that Lean training is an appropriate way to spend funds at this time.

Bostelmann received a letter from AFSCME stating that the union voted to waive the posting for Kathy Doro's position and the Account Clerk II/Register of Deeds/Real Property Listed position. The union also voted to inform the County that in the future if the County plans to move a position to a different classification, that the county seek approval of the Union and a waiver of a posting prior to implementation.

Bostelmann received a second letter sent from AFSCME stating that the County's 3 AFSCME bargaining units object to non-union representatives attending the meeting to discuss health insurance options.

Bostelmann stated that she received notification from the AFSCME regarding their intent to reopen negotiations for all three AFSCME units.

Selsing stated that he received a letter from two of the Board of Directors of the Wisconsin Employment Relations Commission stating that they have received financial campaign funds from AFSCME Council 40.

Motion/second(Dallman/Sell) to have the Clerk respond stating that that the County is uncomfortable with these individuals having been supported by AFSCME Council 40 and being unbiased. Motion carried.

APPEARANCES

HEALTH INSURANCE COMPARISON – KIM HURTZ

Hurtz met with the union employees last week and presented a grid of benefits discussed. Hurtz asked several questions of the Committee: Does the County want a \$0 deductible or \$500 / \$1000 for the HMO? Does the County want to include dental?

The committee state \$500/\$1000 for the deductible and asked for a basic cost for dental.

Hurtz stated that United Health plan would be the HMO recommended by the GHT if the county chose an HMO.

CARRYOVER OF VACATION

Dissing requested approval to carry over 3 days of vacation for Betty Bradley. She was unable to take the time because of changing her position. This has been approved by the HHS Committee.

Motion/second(Dallman/Schweder) to approve the carryover of 3 days vacation for Betty Bradley. Motion carried.

FILLING OF VACANT POSITIONS

Secretary 1 position at HHS:

Dissing presented information explaining why this position is necessary and an updated job description. This was approved by the HHS Board. Keller also has reviewed the position.

Motion/second(Dallman/Sell) to approve filling the position and approve the change in the job description. Motion carried.

HR REPORT

- **Review Highway Department Position Descriptions** – Keller presented the changes in the job descriptions. These have been approved by the Highway Committee.
Motion/second(Schweder/Krause) to accept the revised job descriptions. Motion carried.
- **Information regarding voluntary layoff programs** – Keller presented information on what other counties are doing relating to voluntary layoffs and furloughs. This will be discussed at the next department head meeting.

- **Information from Manitowoc County regarding employees accepting 5% pay cut** – Keller stated that Manitowoc County has made a proposal of a 5% wage cut for employees. Unions have until June 16th to accept or reject this proposal.
- **References for T Stellmacher, Lean Training Proposal** – Keller presented the reference data collected on Tim Stellmacher. Keller stated that maybe the County should hold off for a month or two to determine the timing of the training. This will be on the agenda for July. The resolution requesting \$2500 from the contingency fund will be sent to county board next week.
- **Information about Pension Reform Legislation** – Keller presented information from Representative Mark Gottlieb which would require local government and school district employees to make contribution to their pension accounts.

AMEND GREEN LAKE COUNTY HIGHWAY EMPLOYEE CONTRACT RELATING TO FMLA

Keller explained that the Highway Union contract does not have the provision that this would not be applicable to FMLA.

Motion/second(Dallman/Schweder) to approve the amendment and have Keller verify that all contracts have the correct language. Motion carried.

AGREEMENT BETWEEN GREEN LAKE COUNTY HIGHWAY EMPLOYEES AND HIGHWAY COMMITTEE RELATING TO 2009 10 HOUR DAY SCHEDULE

Bostelmann presented an agreement between the AFSCME Highway Union and the Highway Committee stating that the 10 hour day/4 day work week start May 4, 2009 and will continue through October 10, 2009.

Motion/second(Dallman/Schweder) to accept the agreement. Motion carried.

RESOLUTIONS/ORDINANCES None

CONSENSUS BARGAINING

Tracy Soda stated that she reviewed the information given out at the last meeting and the concept of consensus bargaining would bring about more meetings and they do not want to really do that.

They want to be able to discuss things in the open and come to an agreement without having lots of meeting. Discussion was held on how open dialog can be accomplished with members of the personnel committee and the union.

RESPONSE FROM MUNICIPALITIES REGARDING COST REDUCTION IDEAS

Bostelmann explained that the City of Berlin would like feed back on the letter they sent. Their letter will be sent to Finance for review and comment.

CLERK'S REPORT

Permission to attend Collective Bargaining & Binding Arbitration Seminar – Bostelmann stated that she and Selsing would like to attend the WCA seminar. Schroeder would also like to attend.

Motion/second(Dallman/Krause) to approve Schroeder, Bostelmann and Selsing attending the WCA Collective Bargaining & Binding Arbitration Seminar. Motion carried.

VOUCHERS

Voucher for Brenda Keller, HR Consultant in the amount of \$3,155.03

Motion/second(Sell/Krause) to approve the voucher. Motion carried

CLOSED SESSION

Motion/second (Sell/Schweder) to move into closed session per ss. 19.85(1)(c) Evaluations, Personnel Matters, Union Negotiations, Grievances, exit interview (f) Personnel Medical History (g) confer with legal counsel to discuss pending litigation. Roll call vote, 5 ayes – 0 nays, motion carried.

RESUME OPEN SESSION

Motion/second(Sell/Dallman) to resume open session. Roll call vote, 5 ayes – 0 nays, motion carried.

ANNOUNCE FINDINGS OF CLOSED SESSION

The Committee discussed employee disciplinary issues relating the Law Enforcement Department.

COMMITTEE DISCUSSION

Long Range Plan: The County Board will be touring the site prior to the next County Board meeting

Future meeting date: Tuesday July 16, 2009 at 3:00 pm.

Future Agenda items for action and discussion:

ADJOURNMENT

Motion/second (Krause/Sell) to adjourn at 5:40 PM. Motion carried.

Submitted by,

Marge Bostelmann
County Clerk