

## PERSONNEL COMMITTEE MEETING

November 4, 2009

The meeting of the Personnel Committee was called to order by Chair Gene Schroeder at 3:00 PM on Wednesday, November 4, 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  
Bob Krause  
Elden Dallman  
Howard Sell  
Maureen Schweder

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

For Unions:  
David Dorn, AFSCME Union Representative  
Jeri Lowe, Tracy Soda, Dawn Brantley, Paul Gunderson – AFSCME Professional  
Kathy Doro, ??? Missy Zamzow, Joan Renn, Jeane Theune – AFSCME Courthouse  
Bob Jahn, Steve Otto, Jerry Shead, Kevin Sternitske, Doug Nighbor – AFSCME Highway

### AGENDA

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

PUBLIC COMMENT None

### EXCHANGE OF PROPOSALS

#### **AFSCME Professionals:**

Selsing presented the initial proposal to the AFSCME Professional Union.

Holiday: Eliminate Presidents' Day

Vacation: change from anniversary based to a calendar year, and change "days" and "weeks" to equivalent number of "hours".

Retirement: Employee hired after January 1, 2007 shall pay 10% of employee contribution.

Insurance: same cost to the County as 2009.

Overtime: All hours worked in excess of forty shall receive overtime pay.

Duration three years

Wages: No increase to wages and economic package due to financial restraints.

Dorn presented the proposal for the Professionals.

Sick leave and Leaves of absence: Clarify language

Insurance: willing to discuss

Job classes: Clarify

Wages: Fair and equitable

**AFSCME Courthouse:**

Selsing presented the initial proposal to the AFSCME Courthouse Union.

Part-time Employees: Clarify or delete layoff language of part-time employees.

Holiday: Eliminate Presidents' Day

Vacation: change from anniversary based to a calendar year, and change "days" and "weeks" to equivalent number of "hours".

Retirement: Employee hired after January 1, 2007 shall pay 10% of employee contribution.

Insurance: same cost to the County as 2009.

Overtime: All hours worked in excess of forty shall receive overtime pay.

Hours: The Maintenance Department will have flexibility to change schedule and/or shift assignments for a period of six months beginning when the new Judicial Center opens. Once the 6 months have passed, the county will bargain with the union regarding the new schedule and shift assignments.

Duration three years

Wages: Zero increase to wages and economic package due to financial restraints.

Dorn presented the proposal for the Courthouse Employees.

Seniority Rights: Review language and clarify

Leave of Absence and Sick Leave: Clarify Language

Holidays: Add Martin Luther King Jr. day

Insurance : willing to discuss

Hours of Work, Wages and Classifications: Fair and equitable wage increase, Longevity pay, payroll deduction for political contributions, upgrade of some classifications.

**AFSCME Highway:**

Selsing presented the initial proposal to the AFSCME Highway Union.

Vacation: change from anniversary based to a calendar year, and change "days" and "weeks" to equivalent number of "hours".

Retirement: Employee hired after January 1, 2007 shall pay 10% of employee contribution.

Insurance: same cost to the County as 2009.

Duration three years

Wages: Zero increase to wages and economic package due to financial restraints.

Dorn presented the proposal for the Highway Union.

Leave of Absence and Sick Leave: Clarify Language

Insurance: willing to discuss

Currently employees have no personal days and want to address this

Sick leave all accrual days paid out upon retirement.

Overtime – want to talk about comp time.

Amend contract to extend the 10 hour days until the end of September.

15 minute break in afternoon

Minimum call in pay

Early retirement

Wages: Fair and equitable

**COMMITTEE DISCUSSION**

**Future meeting date:** November 30<sup>th</sup> at 4:30 with all three AFSCME Unions, December 7<sup>th</sup> at 4:30 with Highway, December 9<sup>th</sup> at 4:30 with Courthouse and December 14<sup>th</sup> with Professionals. December 16<sup>th</sup> and 21<sup>th</sup> open for future negotiations.

**Future Agenda items for action and discussion:** Negotiations.

**ADJOURNMENT**

***Motion/second (Dallman/Sell)*** to adjourn at 4:20 PM. Motion carried.

Submitted by,



Marge Bostelmann  
County Clerk