

PERSONNEL AND LABOR RELATIONS COMMITTEE

November 27, 2019

1st Floor Conference Room

7:00 p.m.

Members Present

Art Carter
Herb Hanson
Kristi Leonard
Ray Francois
Jerry Guth
Erica Roth
Richard Thoman

Members Absent

Others Present

Mike Doyle
Brian Bucholtz
Jeff Skatrud
Dan Williams
Clint Langreck
Byron Gillaspie

The meeting was called to order by Chair Carter.

Motion by Francois, seconded by Hanson to approve the minutes of the October 30, meeting. Motion carried.

The committee discussed the District Attorney's request for a .4 FTE position. No action taken.

The committee discussed the Sheriff's department reclassifications of the lieutenant positions, *see Exhibit 1*. **Motion by Thoman, seconded by Guth to increase the three lieutenant positions from Grade 20 to Grade 22 (Payroll Group 7). The three positions will be placed on the salary schedule per their years of service, effective January 1, 2020. Motion carried with 1 no being Hanson. Motion by Hanson, seconded by Guth to only increase Officer #5 for the grade change. Motion failed with 1 yes being Hanson and 6 no. The 1 percent wage increase for 2020 is to be included in the aforementioned reclassifications.**

The committee discussed Resolution 12-7-19 (Resolution Modifying Human Services Positions), *see Exhibit 2*. **Motion by Guth, seconded by Roth to approve the resolution and take it to the December county board meeting. Motion carried.**

The committee discussed the recruitment and overlap of a Highway department office manager, *see Exhibit 3*. **Motion by Francois, seconded by Leonard to authorize the overlapping of the office manager position. Motion carried.**

The committee discussed the Highway department hours of operation. **Motion by Francois, seconded by Thoman to authorize 8-hour work days with no lunch. Winter hours of 7 am - 3 pm (Monday - Friday) and summer hours of 6 am - 4 pm (Monday - Thursday). Motion carried.**

Statement of purpose for closed session by the chair as follows: Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility pursuant to Wis. Stats. 19.85(1)(c) - Highway department promotions for laborers and semi-skilled laborers.

Motion by Francois, seconded by Thoman to go into closed session. Motion carried.

Motion by Hanson, seconded by Guth to reconvene in open session for matters discussed in closed session. Motion carried.

Motion by Francois, seconded by Thoman to approve the Highway reclassifications outlined in Exhibit 4 effective the next pay period.

The committee discussed the Highway Commissioner being allowed to hire up to a Step 4 with the committee's approval. **Motion by Francois, seconded by Thoman to approve the aforementioned. Motion carried.**

The committee discussed Resolution 12-6-19 (Resolution Increasing Wages for all Employees with Exception of Employees Represented by WPPA (Law Enforcement)). **Motion by Hanson, seconded by Roth to approve the resolution and take it to the December county board meeting. Motion carried.**

The committee discussed the Transamerica Life Insurance. **Motion by Leonard, seconded by Roth to approve the insurance to be changed to home billing, see Exhibit 5. Motion carried.**

Motion by Hanson, seconded by Guth to adjourn. Motion carried.