

PERSONNEL
September 13, 2016

- Call to order** The meeting was called to order at 8:30 a.m. by Chairman Gerry Krachey. Committee members present were Wade Dull, Larry Kelley, Mary Jane Faas and Brad Steiner. Also present were Chairman Tom Cornford, Highway Commissioner Dennis Pelock, State Superintendent Todd Myers, County Superintendent Randy Strnad, Labor Attorney Ed Corcoran and Clerk Janet Geisler present.
- Verify posting** The Chairman verified that the meeting notice was properly posted.
- Approval of Minutes** Kelley moved, Faas seconded to approve the minutes of the previous meeting as amended. The motion carried with no negative votes cast.
- Informal Conf** Labor Attorney Ed Corcoran explained to the members what would take place today regarding discipline of an employee. The matter will be held in open session at the employee's request. The Notice of Employment Action that had been issued to Harold Guernsey was distributed to the committee to read.
- Harold Guernsey joined the meeting to explain his actions on August 16th which resulted in the Notice of Employment Action. He feels that the penalty is too harsh however he admits that what he did was wrong. Harold explained his previous blacktopping experience. There had not been any previous problems until Mr. Heisz was hired which is when he felt he was treated differently by Commissioner Pelock. Harold has no problem with Mr. Heisz. When questioned why he had put down a sick day when he left work, the response was that he wanted to be paid for that day. Harold went on to say that he does not feel that he is being treated fairly by the Commissioner.
- Dull moved, Steiner seconded to uphold the decision for two days without pay. The motion carried unanimously upon call of the roll.
- Closed Session** Dull moved, Faas seconded to move into closed session pursuant to Section 19.85(1)(e) to discuss collective bargaining issues. Motion carried unanimously upon call of the roll.

Open Session

Kelley moved, Dull seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.

Negotiations

Union members and the union representative, James Parrett, joined the meeting for the initial exchange. The County's initial proposal is

as follows:

1. A 1% salary increase across the board effective January, 2017.
2. A deputy that is acting in the capacity of a training officer will be paid an additional \$1.00 per hour for actual hours worked in a training capacity.
3. The Letter of Understanding will be extended until December 31, 2017 except for Section 14.65 utilizing part time employees when filling shifts to include vacancies that occur because of funeral leave or training.

The union left the meeting and returned with their proposals which are as follows:

1. Revise the County's proposal regarding training officers to state that the training officers must be certified.
2. Revise the County's proposal regarding the Letter of Understanding to state that part time employees would be utilized if they are available.
3. Increase the proposed salary increases to 1.5% in January and July.

Closed Session

Kelley moved, Steiner seconded to move into closed session pursuant to Section 19.85(1)(e) to commence negotiations with Local 3108A. Motion carried unanimously upon call of the roll.

Open Session

Dull moved, Steiner seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.

The union members and representative rejoined the meeting. The Labor Attorney advised that the County accepts the union proposals.

Motion

Kelley moved, Steiner seconded to approve the 1.5% increase in January and July; the change to require that a deputy must be a certified trainer and the Letter of Understanding will be extended

until December 31, 2017 with the exception that part-time employees will be utilized, when available, to fill shifts that occur because of funeral leave or training. The motion carried with no negative votes cast.

Closed Session Dull moved, Steiner seconded to move into closed session pursuant to Section 19.85(1)(g) to address two complaints that have been filed. Motion carried unanimously upon call of the roll.

Open Session Dull moved, Steiner seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.

Next Meeting There will be a special meeting on September 20, 2016 at 10:00 a.m.

Adjournment Dull moved, Steiner seconded to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 11:02 a.m.

Janet Geisler, County Clerk