

PERSONNEL
September 17, 2018

Call to order The meeting was called to order at 9:00 a.m. by Supervisor Larry Kelley. Committee members present were Carl Orr, and Gerald Krachey. Labor Attorney Ed Corcoran, County Clerk Janet Geisler and Sheriff Dale McCullick were also present.

Verify posting The meeting was verified as being properly posted.

Closed session Orr moved, Rogers seconded to move into closed session pursuant to Section 19.85(1)(e) to discuss collective bargaining issues. The motion carried unanimously upon call of the roll.

Supervisor Steiner arrived at 9:10 and Supervisor Krachey arrived at 9:20.

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

Negotiations AFSCME Representative Neil Rainford along with law enforcement union representatives joined the meeting. The labor attorney presented the County's proposals:

- Two-year contract with a 1% salary increase each year
- The Letter of Understanding regarding comp time/overtime to be extended
- Language regarding Union dues – fair share issues (JANUS Supreme Court decision)
- Reopener in fall, 2019 for health insurance adjustments and any other issue that the County may need to deal with

The union left the meeting at this time to prepare their counter proposal. Upon returning the union proposes:

- JANUS decision, fair share – window period Aug 1 – Aug 15 allows employees to opt out. Additional wording regarding errors in union deductions
- One-year contract
- No objection to extending the LOU regarding comp time/overtime
- Incorporate the 12-hour schedule into the agreement instead of a LOU
- Increase wages by 3%

The union left at this time so that the County can prepare their counter proposal.

Closed session Krachey moved, Kelley seconded to move into closed session pursuant to Section 19.85(1)(e) to continue collective bargaining. The motion carried unanimously upon call of the roll.

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

The union joined the meeting and the County gave their counter proposals:

- JANUS decision - The County does not agree with the Aug 1-15 window to opt out of union dues deduction
- JANUS decision - The County proposes the modification presented by the union and has revised it to state "It is also understood and agreed that the Employer will pay to the union any dues erroneously not deducted by the Employer provided the union has given written notice to the Employer of the need to deduct union dues from the employee"
- Two-year contract with no reopener
- 2% increase in wages each year
- LOU for 12 shifts will not be changed and incorporated into the contract

The union left the meeting at this time to prepare their counter proposal. Upon returning the union proposes:

- Dues/fees language agree with counter proposal for reimbursement
- Opting in/Opting out period – the Aug 1-15 period remains a concern and the suggestion is to change the period from Oct. 1-31.
- Agree with the continuation of the LOU agreement
- 2 year contract with 2.5% salary increase each year

The union left the meeting at this time so that the County can prepare a counter proposal.

Closed session Orr moved, Kelley seconded to move into closed session pursuant to Section 19.85(1)(e) to continue collective bargaining. The motion carried unanimously upon call of the roll.

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

The union joined the meeting and the County gave their counter proposals:

- The County agrees to a two-year contract with a 2.5% increase in wages each year
- The County agrees to extending the 12-hour shifts and the comp time/over time LOU
- The County agrees with adding the language regarding union dues and if they are erroneously deducted
- The County does not agree with the opt out window

Neil Ranford stated that the union will provide the County with cards that authorize the union deductions. The cards will be provided to the County by December 1st for the deductions to begin January 1, 2019.

The union would also request that if a union member revokes the deduction of their union dues, that a notice will be given within five business days to both the employer and the union.

The County will approve the union contract at the October County Board meeting which is October 16th. Union President, Shawn Lenzendorf, will let the AFSCME rep and the County know if the union approves of the new contract.

Rogers moved, Orr seconded to approve forwarding the union contract proposal to the County Board for their October session for approval. The motion carried with no negative votes cast.

App of minutes

Rogers moved, Orr seconded to approve the minutes of the previous meeting. The motion carried with no negative votes cast.

Part time emp

The request for a part-time limited term employee was a carryover from the previous meeting when Laura Moore, Veterans Services Officer, met with the committee. Initially there had been concern since the part time person is Laura Moore's mother and that this may be setting a precedence. This position will be paid for out of the Veterans Grant money.

Rogers moved, Kelley seconded to approve hiring the prospective part-time employee in the Veterans Service Office with the money to be taken from Veterans Grant money. The motion carried with no negative votes cast.

At this time the committee recessed until 1:00 p.m.

RECONVENE AFTER RECESS

The committee reconvened at 1:00 p.m. All members were present. Also present was Chairman Tom Cornford and Human Services Director, Dan McWilliams.

- Job Description** Dan McWilliams presented a new part-time job description for the Substance Abuse Therapist. This position would now be a 20 hour per week position and would be paid at a Social Worker IV pay scale.
- Krachey moved, Orr seconded to approve the revised part-time Substance Abuse Therapist job description. The motion carried with no negative votes cast.
- Closed session** Orr moved, Kelley seconded to move into closed session pursuant to Section 19.85(1)(c) to interview a candidate for the position of Substance Abuse Therapist. The motion carried unanimously upon call of the roll.
- Open session** Krachey moved, Kelley seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.
- Motion to hire** Kelley moved, Orr seconded to hire Jessica Leinberger for the position of part-time Substance Abuse Therapist. The motion carried with no negative votes cast.
- Next meeting** October 11, 2018 at 9:00 a.m. at the Highway office in Seneca
October 31, 2018 at 10:00 a.m. for the regular monthly meeting.
- Adjourn** Krachey moved, Orr second to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 1:37 p.m.

Janet L. Geisler, County Clerk