

**PERSONNEL**  
**September 13, 2017**

- Call to order** The meeting was called to order at 9:38 a.m. by Chairman Gerry Krachey. Committee members present were Larry Kelley, Carl Orr, Brad Steiner and Gari Lorenz. Board Chairman Tom Cornford, Sheriff Dale McCullick, Labor Attorney Ed Corcoran and Clerk Janet Geisler were also present.
- Verify posting** The Chairman verified that the meeting notice was properly posted.
- Closed session** Kelley moved, Lorenz 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.
- Open session** Orr moved, Steiner seconded to move into open session pursuant to Section 19.85(2). The motion carried with no negative votes cast.
- Negotiations** Union representatives joined the meeting for the initial exchange of proposals.

The County has proposed the following:

- 1% increase across the board for 2018 and 2019
- Letter of Understanding extended until December 31, 2019
- Section 13.04-Vacancies shall be filled in not more than 90 calendar days instead of not more than 30 calendar days
- Section 16.01 – Remove the sentence pertaining to sick leave payout can be applied toward an employee's payment of health insurance premiums for the County health insurance plan
- Section 22.07 – Update language to show that life insurance for new employees is effective on the first of the month following their hire date.
- Section 25.07 – Officers would receive a \$700 reimbursement credit annually for clothing and personal gear and this amount may be rolled over from year to year but would not accrue to the officer at retirement or separation. Strike out wording that clothing allowance would be paid on the first week of January and July.
- The contract would be subject to a reopener at the option of the County if served upon the Union by October 1, 2018.

The Union proposed the following:

- Remove language pertaining to 8 hour shifts and replace with 12 hour shifts
- Bump up the shift differential by 50 cents

- Additional vacation day after 20 years of service should be accrued as a 12-hour day.
- Wage increases at 2.5% on January 1 and July 1 for traffic officers
- Wage increases at 2% on January 1 and July 1 for jailers.

**Closed Session** Orr moved, Steiner seconded to move into closed session pursuant to Section 19.85(1)(e) to commence negotiations with Local 3108A. The motion carried unanimously upon call of the roll.

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

**Negotiations** Union representatives returned to the meeting with the following proposals:

- Union agrees with proposals from the County pertaining to filling vacancies, sick leave payout and life insurance
- Clothing allowance proposal is undecided and would like this to be on a voluntary trial basis with some members receiving pay in March and September and others receiving the credit.
- Agree with the reopener on October 1, 2018 if served

The County countered with the following:

- Shift differential increase of 25 cents
- No change in vacation language
- Letter of Understanding is not permanent
- Wage increases in 2018 of 1% in January and .5% in July and wages increases in 2019 of 1% in January and .5% in July

**Closed Session** Steiner moved, Lorenz seconded to move into closed session pursuant to Section 19.85(1)(e) to continue negotiations with Local 3108A. The motion carried unanimously upon call of the roll.

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

The Union proposed the following:

- One year contract due to concerns with health insurance
- Wage increases at 2% on January 1 and July 1 for traffic officers
- Wage increases at 1.5% on January 1 and July 1 for jailers.
- Agree to 25 cent increase for shift differential

**Closed Session** Steiner moved, Orr seconded to move into closed session pursuant to Section 19.85(1)(e) to continue negotiations with Local 3108A. The motion carried unanimously upon call of the roll.

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

The County countered with the following:

- A 2% increase for one year across the Board.

Union representatives agreed to settle for a 2% increase with a one year contract.

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

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

**Adjourn** Lorenz moved, Orr seconded to adjourn. The motion carried with no negative votes cast and the meeting adjourned at 12:27 p.m.

Janet Geisler, County Clerk