

Joint Personnel and Finance Committee

December 16, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:00 a.m.

Members Present: Tim Hansen, Charles Zenner, David Krug, Scott Mildbrand, Lester Lewis, Dennis Fuchs, Dave Bizer

Members Absent: None

Other Attendees: Marie Koerner, Jim Metz, Mindy Dale, Jess Sackmann, Thor Backus; AFSCME Representative, Jacky Peterson, Amy Merrill, Lee Clendenning, Ed Fleegal

Approve Agenda. A motion was made by Mildbrand, seconded by Hansen, to approve the agenda with ten items. A unanimous vote cast, the motion carried.

Approve Minutes. The minutes for the December 12, 2013, Joint Personnel and Finance Committee meeting were not acted on. They will be acted on at the next meeting of the Joint Personnel and Finance Committee meeting.

Initial exchange with AFSCME, Local 3679, Non-Professional Union. Mindy Dale, Labor Attorney, presented the county proposals. The union and county exchanged initial proposals. Thor Backus, AFSCME Representative, Jacky Peterson and Amy Merrill were present from the union.

Closed Session. A motion was made by Mildbrand, seconded by Hansen, at 10:30 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(c) and (e), for negotiations with AFSCME Local 3679, Non-Professional Union. A roll call vote cast, seven (7) voting aye, the motion carried.

Open Session. A motion was made by Lewis, seconded by Mildbrand, to go into open session at 11:26 a.m. A unanimous cast, the motion carried. Thor Backus, Jacky Peterson, and Amy Merrill left the meeting.

Initial Exchange with AFSCME, Local 617, Highway Union. Mindy Dale, Labor Attorney, presented the county proposals. The union and county exchanged initial proposals. Thor Backus, AFSCME Representative, Lee Clendenning and Ed Fleegal were present from the union.

Closed Session. A motion was made by Bizer, seconded by Mildbrand, at 12:02 p.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(c) and (e), for negotiations with AFSCME Local 617, Highway Union and possibly AFSCME, Local 3679, Non-Professional Union. A roll call vote cast, seven (7) voting aye, the motion carried.

Open Session. A motion was made by Bizer, seconded by Mildbrand, to go into open session at 12:35 p.m. A unanimous cast, the motion carried.

Adjournment. A motion was made by Bizer, seconded by Mildbrand, to adjourn at 12:35 p.m. A unanimous vote cast, the motion carried.

Secretary: Marie Koerner

Joint Personnel and Finance Committee

December 12, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:35 a.m.

Members Present: Tim Hansen, Charles Zenner, David Krug, Scott Mildbrand, Lester Lewis, Dennis Fuchs

Members Absent: Dave Bizer

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Mindy Dale, Jess Sackmann, Mitch Perkl, Michelle Armbrust, Kathy Tingo

Approve Agenda. A motion was made by Lewis, seconded by Fuchs, to approve the agenda with ten items. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Mildbrand, seconded by Lewis, at 10:36 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(c) and (e), to discuss strategies for negotiations with Teamsters, Local 662, Professional Union, AFSCME Local 617, Highway Union, and AFSCME Local 3679, Non-Professional Union. A roll call vote cast, six (6) voting aye, one (1) absent (Bizer), the motion carried.

Open Session. A motion was made by Lewis, seconded by Hansen, to go into open session at 11:07 a.m. A unanimous cast, the motion carried.

Initial Exchange with Teamsters, Local 662, Professional Union. Mindy Dale, Labor Attorney, presented the county proposals. Mitch Perkl, Michelle Armbrust, and Kathy Tingo were present from the union.

Closed Session. A motion was made by Lewis, seconded by Mildbrand, at 11:15 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(c) and (e), to bargain with Teamsters, Local 662, Professional Union and continue preparation for bargaining sessions with AFSCME Local 617, Highway Union and AFSCME, Local 3679, Non-Professional Union. A roll call vote cast, six (6) voting aye, one (1) absent (Bizer), the motion carried.

Open Session. A motion was made by Lewis, seconded by Fuchs, to go into open session at 11:51 a.m. A unanimous cast, the motion carried.

A motion was made by Mildbrand, seconded by Hansen, to approve premium pay for highway employees in preparation for total base wage bargaining with AFSCME, Local 617, Highway Union. A unanimous vote cast, the motion carried.

Appoint acting COA Director and approve additional pay. A motion was made by Krug, seconded by Mildbrand, to appoint Michelle Brehm as the Acting COA Director with an additional \$2.00 per hour until a COA Director is hired. A unanimous vote cast, the motion carried.

Positions evaluated by Carlson Dettmann Consulting. A motion was made by Lewis, seconded by Fuchs, to have Carlson Dettmann Consulting evaluate the positions of Perkinstown Winter Sports Area Manager, Bailiff, and Part-time Maintenance position at the Taylor County Airport to be placed in the new compensation plan. There will be no charge for these services. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Lewis, seconded by Mildbrand, to adjourn at 11:55 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

November 20, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:01 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Diane Niggemann, Amber Fallos, Jacob Curtis, Phillips and Borowski, LCC, Kevin Mayer, Kevin Kree, Jacky Peterson, Amy Merrill, Bruce Daniels, Nick Synol, Lori Walsh, Jesse Turner, Shane Klemm, Jennifer Johnson

Approve Agenda. A motion was made by Mildbrand, seconded by Bizer, to approve the agenda with eleven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Hansen, seconded by Mildbrand, to approve the minutes of the October 15, 2013, Personnel Committee meeting and the October 15, 2013, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Request to fill Long Term Support Social Worker position – Human Services Department. Amber Fallos, Director, was present to request filling Long Term Support Social Worker position. It was moved by Bizer, seconded by Mildbrand, to fill the full-time Long Term Support Social Worker position. A unanimous vote cast, the motion carried.

Request to fill Long Term Support Coordinator position – Human Services Department. Ms. Fallos also requests filling Long Term Support Coordinator position. Family Care is not anticipated for at least five more years, so the need to fill this position was discussed. It was moved by Bizer, seconded by Mildbrand, to fill the full-time Long Term Support Coordinator position. A unanimous vote cast, the motion carried.

Request to fill Commission on Aging Director position – Commission on Aging. Diane Niggemann, Commission on Aging Director, was present to request filling the Commission on Aging Director position that will be open due to her retirement. Her last day of work is December 13, 2013. It was moved by Mildbrand, seconded by Bizer, to approve filling the Commission on Aging Director position. A unanimous vote cast, the motion carried.

Letter of Agreement – Sergeants Union. A Letter of Agreement between Taylor County and the Taylor County Sheriff's Department Sergeants was distributed to the committee. It was moved by Hansen, seconded by Lewis, to approve the Letter of Agreement between Taylor County and the Taylor County Sheriff's Department Sergeants. A unanimous vote cast, the motion carried.

Report of the Jailer/Dispatcher Classification for purposes of WRS Contribution. Chairman Zenner read a letter that he received from Thor Backus, the newly assigned AFSCME Staff Representative, who was unable to attend the meeting. He is requesting that the committee wait to make a decision until the courts sort out the decisions in other counties. Jacob Curtis, Labor Attorney, was present to go through several points from the report from David McRoberts, CPP. Mr. McRoberts gave an assessment of the Taylor County Sheriff's Department personnel that are assigned as Jailer/Dispatchers in regards to Protective Occupation Status Classification as determined by their responsibilities and duties performed. His assessment was made through analysis, inquiry and observations of the job

duties and responsibilities for the Jailer/Dispatcher position. Mr. Curtis went through information regarding Act 10, stated there were three requirements to a law enforcement employee versus a general status municipal employee, and stated that Jailer/Dispatch employees are not active law enforcement.

Closed Session. A motion was made by Lewis, seconded by Bizer, to go into Closed Session at 11:09 a.m. pursuant to Section 19.85(1)(g), Wisconsin State Statutes, for the purpose of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved. A roll call vote cast, five (5) voting aye, the motion carried.

Open Session. A motion was made by Lewis, seconded by Bizer to go into Open Session at 11:32 a.m. a unanimous vote cast, the motion carried.

It was moved by Lewis, seconded by Mildbrand, to direct the Employee Trust Fund agent to reclassify the Jailer/Dispatchers to general status effective the first full payroll in 2014. A roll call vote cast, five (5) voting aye, the motion carried.

Adjournment. A motion was made by Hansen, seconded by Bizer, to adjourn at 11:34 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

October 15, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 2:04 p.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, David Krug, Diane Niggemann, Amber Fallos, Brad Dahlvig; WIGM/WKEB, Brian Wilson; Star News

Approve Agenda. A motion was made by Hansen, seconded by Bizer, to approve the agenda with ten items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Hansen, to approve the minutes of the September 27, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Updated Job Description for the Commission on Aging Director – Commission on Aging. Diane Niggemann, Commission on Aging Director, presented to the committee the changes that were approved at the Commission on Aging meeting earlier that day. Amber Fallos, Human Services Director, was present to request that the Personnel Committee look at combining the Long Term Support Position with the Commission on Aging Director. GWAR and the State would need to be contacted and the two committees meet to see if it is feasible for Taylor County. It was moved by Hansen, seconded by Mildbrand, to approve the updated job description for the Commission on Aging Director with the changes that were presented to the committee. It was also requested that the Commission on Aging Board and Human Services Board jointly meet concerning the opportunity to combine the positions of Long Term Support Coordinator and Commission on Aging Director. A unanimous vote cast, the motion carried.

Agenda item number 6, Request to fill the Commission on Aging Director position, was tabled at this time.

Vacation extension request – Chad Kowalczyk. It was moved by Bizer, seconded by Mildbrand, to extend Chad Kowalczyk's vacation time for six (6) months, beginning January 2, 2014. A unanimous vote cast, the motion carried.

Request to fill Deputy Register of Deeds/Records Clerk position – Register of Deeds Office. Sara Nuernberger, Register of Deeds, was present to request filling the Deputy Register of Deeds/Records Clerk position. She requests a part time (1/2 time) position at 910 hours for the year which is 35 hours per pay period. It was moved by Lewis, seconded by Bizer, to fill the part time Deputy Register of Deeds/Records Clerk position in the Register of Deeds Office. A roll vote cast, three (3) voting no (Hansen, Mildbrand, Zenner), two (2) voting yes, the motion failed.

Updated Job Description for Tax Assistant – Treasurer's Office. Sarah Holtz, Treasurer, and Betty Blumenstein, Real Property Lister, updated the Tax Assistant job description. Discussion was held regarding the 10% payroll that currently comes from the Surveyor's budget for this position and if the funds should be transferred to the Treasurer's budget. A motion was made by Bizer, seconded by Mildbrand, to approve the updated job description for the Tax Assistant. A unanimous vote cast, the motion carried.

Request to fill Tax Assistant position – Treasurer’s Office. Sarah Holtz, Treasurer, and Betty Blumenstein, Real Property Lister, were present to request filling the position of Tax Assistant at 35 hours per week. A motion was made by Lewis, seconded by Mildbrand, to approve filling the Tax Assistant position. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Bizer, seconded by Lewis, to adjourn at 2:39 p.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Joint Personnel and Finance Committee

October 15, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 1:00 p.m.

Members Present: Dave Bizer, Tim Hansen, Charles Zenner, David Krug, Scott Mildbrand, Lester Lewis

Members Absent: Dennis Fuchs

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Larry Brandl, Pam Parkkila, Erv Teichmiller, Amber Fallos, Diane Niggemann, Brian Wilson; Star News, Brad Dahlvig; WIGM/WKEB

Approve Agenda. A motion was made by Krug, seconded by Hansen, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

ADRC Revenue potential and agreements with ADRC. Dave Krug introduced Pam Parkkila, Regional Director of the ADRC of the Northwoods, and Erv Teichmiller, Chairman of the ADRC Board. They gave the history of the ADRC of the Northwoods development, a recap of the services offered, discussed a potential relationship with Taylor County in regards to the Information and Assistance Specialists becoming county employees, appointing a local ADRC supervisor and hiring additional support staff, and possible revenue to Taylor County. Amber Fallos, Human Services Director, was also present. She indicated that the Human Services Department loses revenue for functional screens if the client goes to the ADRC first. Supervisor Krug asked the joint committee if the county is interested in continuing discussions with the ADRC of the Northwoods to discuss future relationships and possible funding. The consensus was to continue discussions on future agendas. Expectations and questions should be sent to Pam Parkkila.

Employee Classification and Compensation Plan and Closed Session. A motion was made by Mildbrand, seconded by Bizer, at 1:45 p.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), to discuss employee classification and compensation study related to collective bargaining agreements. A roll call vote cast, six (6) voting aye, one (1) absent (Fuchs), the motion carried.

Open Session. A motion was made by Krug, seconded by Bizer, to go into open session at 2:04 p.m. A unanimous cast, the motion carried.

Adjournment. A motion was made by Hansen, seconded by Mildbrand, to adjourn at 2:04 p.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

September 27, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:18 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Bruce Daniels, David Krug, Larry Woebeking, Nick Synol, Steve Bowers, Aemis Balsis, Brian Wilson; Star News

Approve Agenda. A motion was made by Mildbrand, seconded by Hansen, to approve the agenda with ten items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Mildbrand, to approve the minutes of the August 29, 2013, Personnel Committee meeting. A unanimous vote case, the motion carried.

Request to fill Detective Sergeant position – Sheriff’s Office. Bruce Daniels and Larry Woebeking from the Sheriff’s Department were present to request filling the Detective Sergeant position. The Detective Sergeant would oversee the Detectives with one of the existing deputies chosen for the Sergeant position. They were requesting to fill the position due to the overabundance of workload on the Chief Deputy. It was moved by Lewis, seconded by Hansen, to approve filling the Detective Sergeant position in the Sheriff’s Office. A unanimous vote cast, the motion carried.

Request to fill three (3) vacant Patrol Officer positions (one position as a result of promotion to the vacant Patrol Sergeant position). Bruce Daniels, Sheriff, was present to request filling three Patrol Officer positions in his department. One position is already in the 2014 Budget. Two of the positions have been open from five years ago and the slots have not been filled. His department has had approximately 3,300 hours of overtime at a cost of approximately \$107,000.00. However, by filling the shifts, it would not completely alleviate overtime hours, but filling the shifts would alleviate shortages within the department. It was moved by Hansen, seconded by Lewis, to approve filling all three Patrol Officer positions. A unanimous cast, the motion carried.

Resolution to reelect Jess Sackmann as Taylor County Highway Commissioner beginning January 1, 2014 through December 31, 2017. A motion was made by Mildbrand, seconded by Bizer, to approve reelecting Jess Sackmann as Taylor County Highway Commissioner beginning January 1, 2014 through December 31, 2017 and to forward the resolution to the County Board for approval. A unanimous vote cast, the motion carried.

Resolution appointing the Medical Examiner for Taylor County. A motion was made by Lewis, seconded by Mildbrand, to approve the resolution appointing the Medical Examiner for Taylor County and to forward the resolution to the County Board for approval. A unanimous vote cast, the motion carried. Supervisor Lewis stated that Scott Perrin, Medical Examiner, requests that in 2014 that the resolution be changed back to a two (2) year period as it was several years ago.

Resolution to approve Corporation Counsel Legal Services for 2014. A motion was made by Mildbrand, seconded by Lewis, to approve the resolution presented to approve Corporation Counsel Legal Services for 2014 and to forward the resolution to the County Board for approval. A unanimous vote cast, the motion carried.

Review Part-time wages separate from Full-time wages. Supervisor Lewis requested that seasonal employee wages be considered separately from full-time employees wages. Marie Koerner, Human Resource Manager, will put a schedule together for seasonal employees. No further action was taken on this agenda item.

Adjournment. A motion was made by Mildbrand, seconded by Lewis, to adjourn at 11:05 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

August 29, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:00 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Bruce Strama, Dennis Fuchs, David Krug, Josh Sniegowski

Approve Agenda. A motion was made by Mildbrand, seconded by Lewis, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Mildbrand, to approve the minutes of the June 19, 2013 (Bender Hearing); July 10, 2013 (Bender Hearing); July 11, 2013 (Bender Hearing); July 11, 2013 Personnel Committee; July 17, 2013 (Bender Hearing); and August 19, 2013, Personnel Committee meetings. A unanimous vote case, the motion carried.

Updated job description for Perkinstown Winter Sports Area Manager – County Clerk’s Office. Bruce Strama, County Clerk, was present to discuss with the Personnel Committee the changes to the job description of the Perkinstown Winter Sports Area Manager. It was moved by Lewis, seconded by Mildbrand, to approve the updated job description of the Perkinstown Winter Sports Area Manager as presented. A unanimous vote cast, the motion carried.

Request to fill LTE position – Veterans Service Office. Josh Sniegowski, Veterans Service Officer, was present to request to fill the LTE Secretary position that is open in his office. He requested to have this person until the project was finished which he predicted would be approximately the end of the calendar year 2014. It was moved by Lewis, seconded by Mildbrand, to approve filling the LTE Secretary position in the Veterans Service Office through the end of 2013. A unanimous vote cast, the motion carried. After budget hearings are completed, it can be brought back to the committee regarding the calendar year 2014.

2014 Budgets. Marie Koerner, Human Resource Manager, presented budget proposals for 2014. It was moved by Bizer, seconded by Lewis, to approve Ms. Koerner’s 2014 budget proposals for County Board, Human Resources, Contracted Attorney Services, Property and Liability, Central Duplicating, County Vehicle, Purchasing and Auto Collision and Upset. A voice vote cast, four (4) voting aye, one (1) voting no (Mildbrand), the motion carried.

Adjournment. A motion was made by Bizer, seconded by Mildbrand, to adjourn at 10:55 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

August 19, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 1:00 p.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Marie Koerner, Jim Metz, Bruce Daniels, Jacky Peterson, Bruce Strama, Jake Curtis; Borowski Phillips, S.C., Brian Wilson; Star News

Approve Agenda. A motion was made by Hansen, seconded by Bizer, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. No minutes were approved at this meeting due to the fact that it was thought there were no meeting minutes at this time to approve. The Personnel Committee did in fact meet on July 11, 2013 after Finance Committee meeting. The minutes will be approved at the next Personnel Committee meeting.

Request to fill the Jailer/Dispatcher position – Sheriff’s Department. Bruce Daniels, Sheriff, was present to request to fill a full-time Jailer/Dispatcher position that is open in the department. It was moved by Bizer, seconded by Hansen, to approve filling a full-time Jailer/Dispatcher position. A unanimous vote cast, the motion carried.

Presentation by Phillips Borowski regarding WRS Protective Status of Jailer/Dispatchers & approve analysis of classification. Jake Curtis, Phillips Borowski, S.C., gave a presentation on the classification of jailers under Wisconsin’s Retirement System. Atty. Curtis and David McRoberts analyze the operations of County jails and jailer positions to determine how jailers should be classified under ETF for Wisconsin Retirement purposes. It was moved by Lewis, seconded by Hansen, to authorize Phillips Borowski to analyze the jail operations and jailer positions and make a recommendation on jailer classification to the committee. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Lewis, seconded by Bizer, to adjourn at 2:25 p.m. A unanimous vote cast, the motion carried.

Secretary: Marie Koerner

Personnel Committee

June 19, July 10, July 11, July 17, 2013

June 19, 2013

Call Meeting to Order: Charles Zenner called the meeting to order at 9:03 a.m. in the Second Floor Courtroom.

Members Present: Charles Zenner, Scott Mildbrand, Lester Lewis, Tim Hansen

Members Absent: Dave Bizer

The Personnel Committee met pursuant to Section 59.26(8)(b)(3), Wisconsin State Statutes, in Open Session for the purpose of conducting a hearing to determine the future employment of the Taylor County Sheriff's Deputy David Bender.

Attorney Oyvind Wistrom represented Sheriff Bruce Daniels and Attorney William Rettko represented David Bender. Attorney Kenneth Schmiede was legal counsel to the Personnel Committee.

Testimony occurred the whole day. The hearing recessed at 4:46 p.m. to continue on July 10, 2013, at 9:00 a.m.

July 10, 2013

Meeting Reconvened: Charles Zenner reconvened the meeting at 9:09 a.m. in the Second Floor Courtroom.

Members Present: Charles Zenner, Scott Mildbrand, Lester Lewis, Tim Hansen

Members Absent: Dave Bizer

The Personnel Committee met pursuant to Section 59.26(8)(b)(3), Wisconsin State Statutes, in Open Session for the purpose of conducting a hearing to determine the future employment of the Taylor County Sheriff's Deputy David Bender. Testimony continued and closing arguments occurred with the hearing concluding at 10:02 p.m. The Personnel Committee recessed at 10:02 p.m. to continue the meeting the following morning, July 11, 2013.

July 11, 2013

Meeting Reconvened: Charles Zenner reconvened the meeting at 10:30 a.m. in the Third Floor County Board room.

Members Present: Charles Zenner, Scott Mildbrand, Lester Lewis, Tim Hansen

Members Absent: Dave Bizer

Closed Session. It was moved by Mildbrand, seconded by Hansen to go into Closed Session pursuant to Section 19.85(1)(b), Wisconsin State Statutes, to discuss and possibly take action on the issues brought forward in the preceding hearing. Four (4) voting aye, one (1) absent (Bizer), the motion carried.

The committee discussed the information provided in the public hearings held on June 19, 2013 and July 10, 2013.

The Personnel Committee recessed at 1:40 p.m. to continue the meeting on July 17, 2013 at 1:00 p.m.

July 17, 2013

Meeting Reconvened: Charles Zenner reconvened the meeting in Closed Session at 1:00 p.m. in the Third Floor County Board room.

Members Present: Charles Zenner, Scott Mildbrand, Lester Lewis, Tim Hansen

Members Absent: Dave Bizer

The committee further discussed the information provided in the public hearings held on June 19, 2013 and July 10, 2013.

The committee went into Open Session to take final action on the issue of Taylor County Sheriff's Deputy Sergeant David Bender's employment. By unanimous vote the committee determined that Bender's employment should be terminated. Corporation Counsel Kenneth Schmiede shall draft the Determination Order consistent with the committee's discussions and action.

Adjournment. It was moved by Lewis, seconded by Mildbrand to adjourn at 2:15 p.m. A unanimous vote cast, the motion carried.

Secretary: Marie Koerner

Personnel Committee

July 11, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:31 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Bruce Daniels, Russ Aszmann, Gina Miller; Star News

Approve Agenda. A motion was made by Hansen, seconded by Mildbrand, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Hansen, to approve the minutes of the June 21, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Request for vacation extension – Nancy Mayer. Bruce Daniels, Sheriff, was present to request a vacation extension for Nancy Mayer who was unable to use her vacation prior to her anniversary date of July 12, 2013, due to the of shortage of staff within the department. It was moved by Bizer, seconded by Hansen, to approve the vacation extension for six months for Nancy Mayer. A unanimous vote cast, the motion carried.

Updated Forestry and Recreation Assistant Administrator job description – Forestry and Recreation Department. Russ Aszmann, Forestry Administrator, presented the updated job description for the Forestry and Recreation Assistant Administrator. It was moved by Lewis, seconded by Mildbrand, to approve the updated Forestry and Recreation Assistant Administrator job description. A unanimous vote cast, the motion carried.

Request to fill the Forestry and Recreation Assistant Administrator – Forestry and Recreation Department. Russ Aszmann, Forestry Administrator, was present to request to fill the full-time Forestry and Recreation Assistant Administrator position that is open in the department due to Mr. Aszmann taking the Administrator position. It was moved by Hansen, seconded by Bizer, to approve filling the full-time Forestry and Recreation Assistant Administrator position. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Hansen, seconded by Mildbrand, to adjourn at 10:37 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

June 21, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:37 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent:

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, David Krug, Bruce Daniels, Amber Fallos

Approve Agenda. A motion was made by Bizer, seconded by Hansen, to approve the agenda with eight items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Hansen, seconded by Lewis, to approve the minutes of the June 6, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Approve hiring part-time jailers – Sheriff’s Department. Bruce Daniels, Sheriff, was present to request hiring part-time jailers to fill in for vacations, trainings, and other related needs in the department. These individuals would fill in for vacant shifts and be a bonus to the department when hiring trained employees in the future. It was moved by Lewis, seconded by Bizer, to approve hiring part-time jailers in the Sheriff’s Department. A unanimous vote cast, the motion carried.

Request for vacation extension – Craig Amundson. Bruce Daniels, Sheriff, was present to request a vacation extension for Craig Amundson who was unable to use approximately five days of his vacation because he was helping with issues with the software update within the department. It was moved by Lewis, seconded by Hansen, to approve the vacation extension for Craig Amundson and for Mr. Amundson to use the vacation days in a six month time period. A unanimous vote cast, the motion carried.

Temporary increase of hours – Human Services Child Care Coordinator. Amber Fallos was present to discuss the Income Maintenance changes that will happen in January 2014 and was requesting that the Child Care Coordinator position hours be increased from 24 to 40 hours for approximately 18 months starting on August 1, 2013 through December 31, 2014. Discussion was held regarding if the state would fund unemployment. It was moved by Bizer, seconded by Lewis, to approve the temporary increase from 24 to 40 hours for approximately 18 months. It was then moved by Bizer, seconded by Lewis, to amend the motion to allow the increase of hours for 12 months and at that time the Personnel Committee and Human Services Board would review and also contingent upon if unemployment costs would be covered by the state. A unanimous vote cast, the motion carried.

Request for personal days – Ashly Steinke. Ashly Steinke has accepted the position as the County Conservationist and will begin on July 8, 2013. He has requested two personal days to be used in 2013. A motion was made by Mildbrand, seconded by Hansen, to approve him to use two 2014 personal days in 2013, leaving him with one personal day in 2014. A roll call vote cast, four (4) voting aye, one (1) no (Bizer), the motion carried.

Adjournment. A motion was made by Hansen, seconded by Bizer, to adjourn at 11:04 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

June 6, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:00 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand

Members Absent: Tim Hansen

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, David Krug, John Prentice (via telephone conference call), Carl Peterson, Lori Walsh, Nancy Mayer, Mike Goetz; WPPA, Bruce Daniels, Shane Klemm, Tina Ludwig, Beth Abegglen

Approve Agenda. A motion was made by Mildbrand, seconded by Lewis, to approve the agenda with nine items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Mildbrand, to approve the minutes of the April 3, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Jailer/Dispatcher Union Representation. Mike Goetz was present in place of Randy Ingram for WPPA. The Jailer/Dispatcher group has requested to join WPPA representation with a voluntary removal from the AFSCME Local 3679 Union. John Prentice, Labor Attorney, present by telephone, stated that the county bargained with all employees of the AFSCME union and both parties agreed with the agreement. It was moved by Lewis, seconded by Mildbrand, to table this issue to get more information on the public safety issue/law. A unanimous vote cast, the motion carried.

Request to fill two Jailer/Dispatcher positions – Sheriff’s Department. Bruce Daniels, Sheriff, was present to request filling two Jailer/Dispatcher positions that are vacant within his department. It was moved by Lewis, seconded by Bizer, to fill two Jailer/Dispatcher positions at the Taylor County Sheriff’s Department. A unanimous vote cast, the motion carried.

Updated County Conservationist job description – Land Conservation Department. It was moved by Mildbrand, seconded by Bizer, to approve the updated County Conservationist job description. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Mildbrand, seconded by Lewis, at 10:43 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(c), to consider employment, promotion, compensation or performance data of a County Conservationist applicant. A roll call vote cast, four (4) voting aye, the motion carried.

Open Session. A motion was made by Bizer, seconded by Mildbrand, to go into open session at 11:04 a.m. A unanimous cast, the motion carried.

It was moved by Mildbrand, seconded by Lewis, to offer the first applicant Step 7 in the pay matrix, with two weeks of vacation. A voice vote cast, three (3) voting aye, one (1) no Bizer, one (1) absent (Hansen), the motion carried.

It was then moved by Lewis, seconded by Mildbrand, to offer the second choice applicant, Step 1, authorized up to Step 2 of the pay matrix, with two weeks of vacation. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Mildbrand, seconded by Bizer, to adjourn at 11:04 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

April 3, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 11:45 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand

Members Absent: Tim Hansen

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, David Krug, Brian Wilson; Star News, Gina Miller; Star News high school mentorship program, Brad Ruesch, Steve Oberle

Approve Agenda. A motion was made by Lewis, seconded by Mildbrand, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Lewis, to approve the minutes of the March 22, 2013, Personnel Committee meeting and the February 7, 2013, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Request to fill the County Conservationist – Land Conservation Department. Steve Oberle, County Conservationist and David Krug, Land Conservation Committee Chair, were present to request filling the County Conservationist position that will be vacant due to the retirement of Steve Oberle on April 12, 2013. It was moved by Mildbrand, seconded by Bizer, to fill the County Conservationist position. A voice vote cast, three (3) voting aye, one (1) no (Zenner), one (1) absent (Hansen), the motion carried.

Request to fill the Forestry & Recreation Administrator position – Forestry & Recreation Department. Brad Ruesch, Forestry & Recreation Administrator, was present to request filling the position of the Forestry & Recreation Administrator that is open due to the retirement of Brad Ruesch on May 17, 2013. It was moved by Bizer, seconded by Mildbrand, to fill the Forestry & Recreation Administrator position. A voice vote cast, three (3) voting aye, one (1) no (Zenner), one (1) absent (Hansen), the motion carried.

Adjournment. A motion was made by Lewis, seconded by Bizer, to adjourn at 11:55 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

March 22, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:14 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Tim Hansen

Members Absent: Scott Mildbrand

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Dennis Fuchs, Fred Ebert, David Krug, Amber Fallos, Bruce Daniels, Jess Sackmann

Approve Agenda. A motion was made by Hansen, seconded by Bizer, to approve the agenda with seven items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Hansen, seconded by Lewis, to approve the minutes of the January 31, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Request to fill the Developmental Disabilities Case Manager – Human Services Department. Amber Fallos, Human Services Director, was present to request filling a position in her department due to a resignation. It was moved by Bizer, seconded by Lewis, to fill the Developmental Disabilities Case Manager position. A unanimous vote cast, the motion carried.

Request to fill the Deputy Sheriff position – Sheriff’s Department. Bruce Daniels, Sheriff, was present to request filling the position of Deputy Sheriff in his department that is open due to a resignation. It was moved by Lewis, seconded by Hansen, to fill the Deputy Sheriff position. A unanimous vote cast, the motion carried.

Request to accrete the Assistant Airport Manager position from Local 3679, AFSCME, Non-Professionals Union, to Local 617, AFSCME, Highway Union. Fred Ebert, Airport Manager, was present to discuss with the committee that the Assistant Airport Manager’s job description was similar to the Patrolman position in the Highway Union bargaining agreement and requests to make the Assistant Airport Manager’s compensation similar to the Patrolman. Ideas he proposed were moving the Assistant Airport Manager to the 15 year rate in the current grade or moving the position to the Highway Department bargaining agreement. It was moved by Hansen, seconded by Bizer, to approve accreting the Assistant Airport Manager position from Local 3679, AFSCME, Non-Professional Union to Local 617, AFSCME, Highway Union. A unanimous vote cast, the motion carried. A letter will be sent to the AFSCME unions requesting to make this change.

Adjournment. A motion was made by Bizer, seconded by Hansen, to adjourn at 10:39 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Joint Personnel and Finance Committee

February 7, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:00 a.m.

Members Present: Dave Bizer, Tim Hansen, Charles Zenner, David Krug, Dennis Fuchs, Scott Mildbrand, Lester Lewis

Members Absent: None

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, John Prentice, John Spiegelhoff, Jacky Peterson, Amy Merrill, Mitch Perkl, Michele Armbrust, Kathy Tingo

Approve Agenda. A motion was made by Bizer, seconded by Hansen, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Mildbrand, to approve the minutes of the January 10, 2013, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Lewis, seconded by Fuchs, at 10:01 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), for the purpose of discussing union negotiations. The Joint Personnel and Finance Committee may continue in closed session for the purpose of negotiating with Local 3679, Non-Professional Union and Local 662, Professional Union. A roll call vote cast, seven (7) voting aye, the motion carried.

Open Session. A motion was made by Lewis, seconded by Bizer, to go into open session at 11:33 a.m. A unanimous cast, the motion carried.

A tentative agreement was made with Local 3679, Non-Professional Union and Local 662, Professional Union. Both units will take the tentative agreements to their membership for ratification.

Adjournment. A motion was made by Fuchs, seconded by Hansen, to adjourn at 11:34 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

January 31, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:20 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent: None

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Dennis Fuchs, Larry Brandl, David Krug

Approve Agenda. A motion was made by Lewis, seconded by Bizer, to approve the agenda with five items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Mildbrand, seconded by Lewis, to approve the minutes of the January 10, 2013, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Exercise Room Rules and Regulations. Marie Koerner, Human Resources Manager, was present to discuss a request from some individuals in a county-owned building to be able to use the exercise room. The rules currently state that other individuals occupying offices in the Courthouse complex are allowed to use the exercise room. It was moved by Mildbrand, seconded by Hansen, to allow individuals that work in county-owned facilities to be able to use the facilities. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Mildbrand, seconded by Hansen, to adjourn at 10:29 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Joint Personnel and Finance Committee Meeting

January 10, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:26 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Dennis Fuchs, Scott Mildbrand, Tim Hansen

Members Absent: David Krug

Other Attendees: Linda Daniels, Marie Koerner, Larry Brandl, Jim Metz, Lee Clendenning, Steve Fliehs, Gary Gretzinger

Approve Agenda. A motion was made by Mildbrand, seconded by Lewis, to approve the agenda with eight items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Fuchs, to approve the minutes of the December 18, 2012, Joint Personnel and Finance Committee meeting. A unanimous vote cast, the motion carried.

Closed Session. A motion was made by Lewis, seconded by Bizer, at 10:28 a.m. to go into closed session pursuant to Wisconsin State Statutes, Section 19.85 (1)(e), for the purpose of discussing of bargaining strategies with the unions and for the purpose of negotiating with Local 617, Highway Union. A roll call vote cast, six (6) voting aye, one (1) absent (Krug), the motion carried.

Open Session. A motion was made by Lewis, seconded by Fuchs, to go into open session at 11:08 a.m. A unanimous cast, the motion carried.

It was moved by Bizer, seconded by Lewis, to compensate the Highway employees that were present at the meeting today.

An agreement was made to increase the Highway union employees wages by 1½% on January 1, 2013 and 1½% on July 1, 2013.

Non-Represented employee salary increase. A motion was made by Lewis, seconded by Bizer, to increase the Non-Represented employees' salaries by 1½% on January 1, 2013 and 1½% on July 1, 2013. A unanimous vote cast, one (1) absent (Krug), the motion carried.

Starting rate for Courthouse wage schedule. Marie Koerner, Human Resources Manager, was present to have the committee review the schedule in the Non-Professional Union with respect to the Starting wage and the Probationary wage in that group. The rates have been frozen since 1998. It was moved by Bizer, seconded by Lewis, to multiply the one year rate by .85 to become the starting wage and multiply the one year rate by .90 to become the six month rate. This would apply to Grades 1-15, but not Grades 11a and 15a. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Hansen, seconded by Mildbrand, to adjourn at 11:26 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels

Personnel Committee

January 10, 2013

Third Floor County Board Room

Call Meeting to Order: Charles Zenner called the meeting to order at 10:11 a.m.

Members Present: Lester Lewis, Dave Bizer, Charles Zenner, Scott Mildbrand, Tim Hansen

Members Absent: None

Other Attendees: Linda Daniels, Marie Koerner, Jim Metz, Dennis Fuchs, Larry Brandl, Gary Gretzinger, Maggie Gebauer

Approve Agenda. A motion was made by Lewis, seconded by Mildbrand, to approve the agenda with six items. A unanimous vote cast, the motion carried.

Approve Minutes. A motion was made by Lewis, seconded by Mildbrand, to approve the minutes of the December 18, 2012, Personnel Committee meeting. A unanimous vote cast, the motion carried.

Request to fill Highway Patrolman position – Highway Department. Jess Sackmann was unable to attend, Scott Mildbrand spoke on his behalf to approve filling one position as recommended by the Highway Committee. It was moved by Lewis, seconded by Mildbrand, to approve filling one Highway Patrolman position. A unanimous vote cast, the motion carried.

Request to fill Deputy Clerk of Court position – Clerk of Courts office. Maggie Gebauer, Clerk of Court, was present to request filling the Deputy Clerk of Court position that is vacant in the department. She is requesting the position be filled with a one-half time position. Lewis requests not to eliminate the authorization for a full time position at this time. It was moved by Mildbrand, seconded by Lewis, to approve filling the Deputy Clerk of Court position at one-half time. A unanimous vote cast, the motion carried.

Adjournment. A motion was made by Mildbrand, seconded by Bizer, to adjourn at 10:20 a.m. A unanimous vote cast, the motion carried.

Secretary: Linda Daniels