

Polk County Personnel Committee

Meeting date: October 10, 2013

Start time: 9:00 a.m.

Est. end time: 10:45 a.m.

Location: West Conference Room, Government Center Building

Purpose: 2014 budget policy discussion with Corporation Counsel and Employee Relations Departments; discuss strategy for labor negotiations

Meeting documents:

1. Standing items

1.1 Call meeting to order

1.2 Approve agenda

1.3 Approve minutes of previous meeting

1.4 Public comment

Personnel Committee
Chair/5 minutes

Speakers limited to 3
minutes

2. Old business

2.1 Pursuant to Wisconsin Statute Section 19.85(1)(e), the Committee may convene in closed session for purposes of considering collective bargaining strategy, review and/or negotiation of items contained within a labor agreement or contracts expiring on December 31, 2012 and December 31, 2013, WPPA Field Service Officers Association and/or other bargaining units or labor relations issues, the conduct of said specified public business, due to competitive or bargaining reasons, require a closed session.

County Administrator &
Employee Relations
Director/15 minutes

Following said closed session, the Committee will convene in open session to consider and to act upon those subject matters identified on this meeting notice whether such matters are identified for consideration or action in open or closed session.

2.2 Employment actions

Employee Relations
Director/5 minutes

3. New business

3.1 2014 budget execution and 2014 budget recommendations

County Administrator / 20
minutes

3.2 Corporation Counsel 2014 budget recommendation

3.3 Employee Relations 2014 budget recommendation

County Administrator / 10
minutes

3.4 Resolution to Release 2013 Compensation Adjustment

4. Ending items

4.1 Review action items	Chair / 5 minutes
4.2 Committee member comments	Committee / 5 minutes
4.3 Set next meeting date/agenda items	Chair / 5 minutes
4.4 Adjourn	

**Times listed are indicative of the projection of time needed to address each item. Please be aware items may be taken in different order.*

(NOTE: Will be reformatted in resolution form before distribution with October Board packet)

Resolution to Release 2013 Budgeted Compensation Adjustment

WHEREAS, the Polk County Board of Supervisors appropriated certain moneys in the resolution approving of the 2013 Operating and Capital Budget for general compensation increase authorized in said resolution; and

WHEREAS, the budget resolution conditioned implementation of said general compensation increase upon the resolution of legal uncertainties that arose out of challenges to 2011 Wisconsin Act 10 initiated in the fall of 2012 which then existed to prevent Polk County from implementing the budgeted general compensation increase for 2013; and

WHEREAS, Resolution 42-12 required prior County Board approval of implementation of said general compensation increase; and

WHEREAS, certain recent decisions by the federal district court and by the Wisconsin Employment Relations Commission have served to resolve much of this legal uncertainty; and

WHEREAS, it is in the interest of Polk County for the County Board to approve implantation of the general compensation increase, releasing previously appropriated funds for this budgeted compensation increase for those departments who have budgeted this increase; and

WHEREAS, Golden Age Manor did not budget said increase; and

WHEREAS, Golden Age Manor compensation adjustments must therefore be based on the financial condition of Golden Age Manor including necessary annual capital expenditures and reimbursement of General Fund advances; and

WHEREAS, Resolution 42-12 provided for a one-time payment to a health reimbursement account for employees to help cover the increase in the insurance deductible; and

WHEREAS, subsequent to adoption of said resolution, the Department of Administration received data that demonstrated that the handling costs associated with such accounts would be excessive, reducing or eliminating the value for employees; and

WHEREAS, funds previously appropriated for the health reimbursement account purposes may be more efficiently and effectively reallocated for a one-time reduction in the cost of health insurance premiums for employees during the 2013 fiscal year.

NOW, THEREFORE, BE IT RESOLVED that consistent with the provision of Res. 42-12, requiring prior approval of the general compensation increase, the Polk County Board of Supervisors approves and authorizes the implementation of the general compensation increase.

BE IT FURTHER RESOLVED that Polk County Board of Supervisors authorizes and delegates the discretion to the Golden Age Manor Administrator to, after consultation with the County Administrator, to provide for and to implement a general compensation increase for 2013, should projections indicate that the ending balance, after receipts of all state aid, exceeds \$250,000.

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BE IT FURTHER RESOLVED that Polk County Board of Supervisors amends Resolution 42-12, by striking “be transferred to a health reimbursement account established for that purpose on July 1, 2013” and insert “to the health insurance fund in lieu of employee contributions for the month of December, 2013”, thereby reallocating such appropriated sums for such authorized purpose.

BE IT FURTHER RESOLVED that, pursuant to section 65.90(5)(a), Wis. Stats., that the Clerk is directed to cause to be published notice of this budget amendment within 10-days of passage.

Polk County Personnel Committee
Polk County Government Center, County Board Room
100 Polk County Plaza, Balsam Lake, WI 54810
Thursday, October 10, 2013

In open session, acting as Chair, Vice Chairperson Schmidt called the Committee to order at 9:08a.m., for purposes of conducting the noticed committee meeting. Vice Chairperson Schmidt. Noted the roll of committee members and presence of county staff as follows:

Members Present: Schmidt, Cockroft, Engel,

Members Absent: Edgell; Chairperson Arcand was absent at the start of the meeting and later joined the meeting as recorded herein

Others Present: County Administrator Frey, ERD Director Jerrick, Corporation Counsel Fuge

Motion (Engel/Cockroft) to approve the agenda. Motion carried by voice vote.

Motion (Cockroft/Engel) to approve the minutes from September 26, 2013. Motion carried by voice vote.

Public Comments – The committee heard a public comment from Nancy Anderson.

Old Business:

- Vice Chairperson Schmidt deferred the closed session to later in the agenda.
- Employment Actions Report – Jerrick deferred the Employment Actions Report to the next meeting date.

Chairperson Arcand joins the meeting in progress at 10:00. Vice Chairperson Schmidt relinquishes Chair. Chairperson Arcand continues meeting serving as Chair.

New Business

- 2014 budget execution and 2014 budget recommendations – Frey reviewed details of the proposed personnel-related budget issues for the 2014 budget. Motion (Cockroft/Engel) to recommend the Administrator's personnel-related budget recommendations, including recommendations on wages and health insurance rates and plan design, as presented, to the County Board for passage. Motion carried by voice vote.
- Corporation Counsel 2014 Budget Recommendation – Frey presented details of the proposed Corporation Counsel 2014 budget. Motion (Schmidt/Engel) to recommend the 2014 Corporation Counsel's budget consistent with the Administrator's recommendations, including recommendations on continuing programming, staffing levels and the Human Services legal services program contract, as presented, to the County Board for passage. Motion carried by voice vote.
- Employee Relations 2014 Recommendation – Frey presented an overview of the proposed Employee Relations 2014 budget. Motion (Schmidt/Engel) to recommend the 2014 Employee Relations' budget consistent with the Administrator's recommendations, including recommendations on continuing programming, staffing levels and funding for wellness and compensation review initiatives, as presented, to the County Board for passage. Motion carried by voice vote.
- Resolution to Release 2013 Compensation Adjustment – Frey presented an overview of the Resolution to Release 2013 Compensation Adjustment, including the most recent recommendation from the Finance Committee for amendment. Motion (Schmidt/Cockroft) to recommend the Resolution to Release 2013 Compensation Adjustment, as presented to include the recommended amendment from the Finance Committee, for passage by the County Board. Motion carried by voice vote.

Old Business (continued):

- **Motion (Engel/Schmidt) to go into closed session Pursuant to Wisconsin Statute Section 19.85(1)(e), the Committee may convene in closed session for purposes of considering collective bargaining strategy, review and/or negotiation of items contained within a labor agreement or contracts expiring on December 31, 2012 and December 31, 2013, WPPA Field Service Officers Association and/or other bargaining units or labor relations issues, the conduct of said specified public business, due to competitive or bargaining reasons, require a closed session. Roll call vote: Arcand, yes; Engel, yes; Schmidt, yes; Cockroft, yes. Motion carried.** Chairperson Arcand recognized the presence of county staff for closed session as follows:Frey, Fuge, Jerrick, Steve Moe & Pete Johnson (Sheriff's Department).

The Committee Convened in Closed Session:

- The committee entered closed session at 10:15 a.m. Al Bitz, WPPA Business Agent, Cory Krautkramer and Lisa Ditlefsen, WPPA employee representatives joined the Committee in closed session. The Committee and WPPA engaged in bargaining negotiations for the WPPA successor agreement. at the conclusion of negotiations, said WPPA representatives left the closed session.
- **Motion (Engel/Schmidt) to return to open session. Motion carried by voice vote. Committee returned to open session at 11:17 a.m.**

The Committee reconvened in Open Session and took up the following:

Ending Items

- Review action items – No new action items.
- Committee member comments - None.
- Set next meeting date/agenda items –The next committee meeting is scheduled for November 7, 2013 at 9:00 a.m.; 2014 budget-related policy recommendations will be included on the agenda.
- Adjourn – **Motion (Cockroft/Schmidt) to adjourn. Motion carried by voice vote.** Adjourned at 11:23 a.m.