

LANGLADE COUNTY BOARD OF SUPERVISORS
SPECIAL MEETING – SEPTEMBER 23, 2010

These Board proceedings are published as prescribed by Section 59.14(2) of the Wisconsin Statutes at County Government expense.

The Langlade County Board of Supervisors met in the Langlade County Board Room. Chairman David Solin called the meeting to order at 5:00 p.m.

On call of the roll, all Supervisors reported present, except Supervisor Bonacci, who had asked to be excused. Motion was made by Supervisor Morse, seconded by Supervisor Hurlbert, to excuse her. All ayes, the motion carried.

The Board recited the Pledge of Allegiance and observed a moment of silence.

Approve or amend the agenda as printed:

Motion was made by Supervisor Bornemann, seconded by Supervisor Nonnenmacher, to approve the agenda as printed. All ayes, the motion carried.

Supervisor Morse requested to be excused at 5:45 p.m. Motion was made by Supervisor Schultz, seconded by Supervisor Jansen, to excuse him. All ayes, the motion carried.

New Business:

At approximately 5:00 p.m. consider entering into closed session pursuant to Section 19.85(1)(c) Wis. Stats., considering employment, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; to discuss restructuring the Maintenance Department, including creation of a salaried department head position (Director of Facilities Management) and the elimination of the non-union, hourly Maintenance Supervisor position. Motion was made by Supervisor Olsen at 5:05 p.m. to move into closed session, seconded by Supervisor Nonnenmacher. On call of the roll to enter closed session, all Supervisors present voted aye, except Supervisors Klimoski and Jansen voted no. The motion carried.

At 5:55 p.m. motion was made by Supervisor Olsen, seconded by Supervisor Hurlbert, to return to open session. All ayes, the motion carried.

RESOLUTION # 86-2010

INTRODUCED BY: PUBLIC PROPERTY AND PERSONNEL COMMITTEES

INTENT: ELIMINATE THE NON-UNION, HOURLY POSITION OF MAINTENANCE SUPERVISOR

WHEREAS, Langlade County budgets in excess of One Million Dollars (\$1,000,000) for the expenses related to maintaining its buildings and grounds; and

WHEREAS, Langlade County also allocates monies from its General Fund for capital improvement projects in excess of \$10,000 and these annual expenditures range between \$300,000 - \$400,000; and

WHEREAS, Langlade County has structured its Maintenance Department as follows:

- (1) Maintenance Supervisor - *non-union, hourly*
- (1) Building Maintenance Working Foreman - *union*
- (2) Electrical Building Maintenance Worker - *union*
- (1) Building Maintenance Worker - *union*
- (1) Office Manager - *non-union, salaried (30% of full-time equivalent)*

WHEREAS, the Maintenance Department budget also includes casual employee expenses and service contracts, such as architectural services and cleaning/custodial services; and

WHEREAS, the County's Labor Relations Attorney and Corporation Counsel have recommended that the County employ a department head for the Maintenance Department as a non-union, salaried position; and

WHEREAS, in order to compensate an employee on a salary basis, the position must qualify for an exemption status under the Fair Labor Standards Act (FLSA); and

WHEREAS, the County's Labor Relations Attorney has determined that as the Maintenance Department is currently structured, the Maintenance Supervisor position would likely not qualify as a "salaried" position since this position does not function as a department head; and

WHEREAS, the Committees recommend restructuring the Maintenance Department, which includes eliminating the non-union, hourly position of Maintenance Supervisor and creating a Department Head position.

NOW THEREFORE, BE IT RESOLVED, by a majority vote of the Langlade County Board of Supervisors to eliminate the non-union, hourly position of Maintenance Supervisor, effective upon adoption.

PUBLIC PROPERTY COMMITTEE

Douglas Nonnenmacher
Vernon Cahak
David J. Solin
Jeffrey J. Zalewski

PERSONNEL COMMITTEE

Richard H. Hurlbert
Dale A. Dahms

FISCAL NOTE: The annual cost of the non-union, hourly position of Maintenance Supervisor is \$51,714 for salary, and \$29,931 for fringe benefits, for a total of \$81,645.

Motion was made by Supervisor Olsen, seconded by Supervisor Dahms, to adopt.

Motion was made by Supervisor Klimoski to amend this resolution to be effective January 1, 2011, seconded by Supervisor Jansen. On call of the roll to approve the amendment, Supervisors Benishek, Cahak, Bina, Barnett, Klimoski, and Jansen voted aye; Supervisors Karpf, Hurlbert, Nonnenmacher, Bornemann, Rice, Dahms, Nye, Kamps, Zalewski, Olsen, Burns, Schultz, and Solin voted no. The amendment failed.

On call of the roll to adopt Resolution #86-2010 as presented, all Supervisors present voted aye, except Supervisors Benishek, Klimoski, and Jansen voted no. Resolution #86-2010 is adopted.

RESOLUTION # 87-2010

INTRODUCED BY: PUBLIC PROPERTY AND PERSONNEL COMMITTEES

INTENT: ELIMINATE THE UNION (RANGE 5), HOURLY POSITION OF BUILDING MAINTENANCE WORKING FOREMAN

WHEREAS, Langlade County employs a union, hourly position entitled Building Maintenance öWorking Foremanö; and

WHEREAS, the primary responsibilities of the employee who holds this position are providing maintenance services within the Jail and Safety Building; and

WHEREAS, as the Maintenance Department is currently structured, the union Range 5 Building Maintenance öWorking Foremanö provides duties substantially similar to the union Range 3 Building Maintenance Worker position; and

WHEREAS, the Committees recommend restructuring the Maintenance Department which includes eliminating the union (Range 5), hourly position of Building Maintenance Working Foreman effective January 1, 2011; and

WHEREAS, the Committees recommend that a study be completed by January 1, 2011 regarding the staffing needs for the Maintenance Department and determining which maintenance services will be provided directly by the Maintenance Department on a permanent or casual employment basis and which services will be provided by independent contractors.

NOW THEREFORE, BE IT RESOLVED, by a majority vote of the Langlade County Board of Supervisors to eliminate the union (Range 5), hourly position of Building Maintenance Working Foreman, effective January 1, 2011.

PUBLIC PROPERTY COMMITTEE

Douglas Nonnenmacher
Vernon Cahak
David J. Solin
Jeffrey J. Zalewski

PERSONNEL COMMITTEE

Richard H. Hurlbert
Dale A. Dahms

FISCAL NOTE: The annual cost of the union (Range 5) hourly position of Building Maintenance Working Foreman is \$37,920 for salary, and \$26,741 for fringe benefits, for a total of \$64,661.

Motion was made by Supervisor Schultz, seconded by Supervisor Hurlbert, to adopt.

On call of the roll to adopt Resolution #87-2010, all Supervisors present voted aye, except Supervisors Klimoski and Jansen voted no. Resolution #87-2010 is adopted.

RESOLUTION # 88-2010

INTRODUCED BY: PUBLIC PROPERTY AND PERSONNEL COMMITTEES

INTENT: CREATE A NON-UNION, SALARIED POSITION OF MAINTENANCE DEPARTMENT HEAD (DIRECTOR OF FACILITIES MANAGEMENT)

WHEREAS, given the size of the Maintenance Department budget and the importance of the services provided by this department to the operation of Langlade County government, the Committees recommend the creation of a non-union, salaried department head position; and

WHEREAS, under the current structure, the Public Property Committee not only serves as an oversight body for the Maintenance Department, but in many ways the Committee also functions as the department head; and

WHEREAS, a department head will be required to exercise independent professional judgment regarding the day-to-day operation of the Maintenance Department and account for these actions to the oversight and policy-making body (Public Property Committee); and

WHEREAS, under the current structure, the Maintenance Supervisor position is essentially öon-callö to respond to maintenance requests at all times and since it is paid by the hour, all time worked in this position must be reported and compensated; and

WHEREAS, a department head position will also be öon callö to respond to maintenance requests at all time, however this position will be paid salary regardless of the number of hours worked; and

WHEREAS, the Committees recommend restructuring the Maintenance Department by creating a non-union, salaried position of Maintenance Department Head (Director of Facilities Management) (draft of job description is on file in County Clerk's Office); and

WHEREAS, the Committees recommend that a study be completed by January 1, 2011 regarding the staffing needs for the Maintenance Department and determining which maintenance services will be provided directly by the Maintenance Department on a permanent or casual employment basis and which services will be provided by independent contractors.

NOW THEREFORE, BE IT RESOLVED, by a two-thirds (2/3rds) vote of the Langlade County Board of Supervisors to create a non-union, salaried position of Maintenance Department Head (Director of Facilities Management).

PUBLIC PROPERTY COMMITTEE

Douglas Nonnenmacher
Vernon Cahak
David J. Solin
Jeffrey J. Zalewski

PERSONNEL COMMITTEE

Richard H. Hurlbert
Dale A. Dahms

FISCAL NOTE: Cost to create the non-union, salaried position of Maintenance Department Head (Director of Facilities Management):

	<u>2011</u>	<u>2012</u>
Salary	\$43,971	\$47,489
Fringe Benefits	<u>28,528</u>	<u>30,480</u>
Total Annualized Cost	\$72,499	\$77,969

Total cost for creating the Director of Facilities Management position would be included in the Maintenance Department's 2011 budget.

Motion was made by Supervisor Bornemann, seconded by Supervisor Schultz, to adopt.

On call of the roll to adopt Resolution #88-2010, all Supervisors present voted aye, except Supervisors Benishek, Barnett, Klimoski, and Jansen voted no. Resolution #88-2010 is adopted.

Motion was made by Supervisor Kamps to adjourn the meeting at 6:03 p.m., seconded by Supervisor Nonnenmacher. All ayes, the motion carried.

I, Kathryn Jacob, Langlade County Clerk, Antigo, Wisconsin, do hereby certify that the foregoing is a true and correct copy of the proceedings of the Langlade County Board of Supervisors Special Meeting of September 23, 2010.

Dated this 29th day of September, 2010.

Kathryn Jacob
Langlade County Clerk
