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LANGLADE COUNTY



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## MEETING MINUTES

**Committee:** Personnel  
**Date:** Monday, January 6, 2020  
**Time:** 1:30 p.m.  
**Location:** Wolf River Room, Resource Center

The following discussion was held by the Committee at the meeting detailed above:

1. Meeting called to order at approximately 1:30 p.m.
2. Roll call was conducted.
3. Pledge of Allegiance.

### PERSONNEL COMMITTEE

Name	Role	Status
Doug Nonnenmacher	Chair	Present
Pete Pennington	Member	Present
Richard H. Hurlbert	Member	Present
Sandy Fischer	Member	Present
Arlene Bonacci	Member	Present

### Non-Committee Members Present

Name	Interest	Name	Interest
Tina Ver Hagen	H.R. Director	Becky Rank	Deputy County Clerk/Rec. Secretary
Becky McPhail	Child Support	Duane Haakenson	Zoning Administrator
Robin Stowe	Corporation Counsel	Ron Barger	Health & Social Service Director
Dave Solin	County Board Chairman	Terry Brand	Citizen
George Shinnars	Supervisor	Joe Novak	Supervisor
Brenda Mayr	Reg in Probate/Juvenile Court	Tammy Wilhelm	Treasurer
Ron Nye	Supervisor	Don Bergbower	Jail Administrator
Pam Resch	Finance Director	Brian Braun	Highway Commissioner
Pam Borneman	Child Support	Chet Haatvedt	Register of Deeds
Vern Cahak	Supervisor		

4. **Approve previous meeting minutes of December 5, 2019 Personnel Committee.** Motion by Pennington, second by Bonacci to approve the previous meeting minutes of December 5, 2019. All ayes, motion carried.
5. **Public comment on agenda items, and consideration of requests for items to be added to future meeting agendas.** None
6. **Review Monthly Departmental Budgets presented to the Committee.** None
7. **Update from Register in Probate/Clerk of Juvenile Court on CHIPS Case Cost Summary and Case Outline.** Register in Probate/Juvenile Court Clerk Mayr presented the Committee with a written report on Costs Incurred in a Langlade County Chips Case to Date. Mayr stated the total cost as of December 23, 2019 is \$33,300.13. Mayr

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stated the new trial is set for February 3-6, 2020. Mayr stated she is working with Finance on the overage. Motion by Hurlbert, second by Bonacci to accept the written report. Motion not called. Information only.

8. **Update on Current Recruitment, If any.** Human Resources Director Ver Hagen updated the Committee on current recruitments: three Highway workers have been hired, with two additional applicants on the Highway eligibility list. Ver Hagen stated that a conditional offer has been extended to a casual Correction Officer and currently recruiting for a female correction officer. The Sheriff's Department is actively recruiting for a Sheriff's Deputy. January 27, 2020 the new County Manager will start. Information only.
9. **Discuss, with possible action December 17, 2019 County Board Minutes rescinding RS #64-2019 Adopt New Employee Compensation Plan Effective January 1, 2020: RS #64-2019 has been rescinded, Compensation Plan will be executed at an appropriate time for the 2021 Budget, with each employee receiving a 2% COLA based upon end of 2019 wages.** County Board Chairman Solin read the minutes of the County Board Meeting of December 17, 2019. Discussion held on the clarification: if Langlade County employees will receive a 2% COLA based on the 2019 wages or 2% COLA with steps based on the 2019 Matrix. Ver Hagen explained to the Committee the steps on the 2019 Matrix. Ver Hagen discussed her concern and looking for direction on what tell new employees, employees ending probationary period and employees completing schooling/credentials. Ver Hagen stated that employees ending probationary period that have a good review would be awarded an 8% step increase plus COLA. Discussion held.

Motion by Pennington, second by Hurlbert to bring forward the question to the full County Board should the employees received a 2% COLA with step increases or without step increases, being retroactive to January 1, 2020. All ayes, except Nonnenmacher, Fischer, nay, Bonacci abstained. 2 ayes, 2 nay, 1 abstain. Motion failed.

Stowe explained parliamentary procedure and rules of the County Board on motions and amendments during meetings. Stowe would like to re-review the County Board Minutes. Discussion held with multiple speakers.

Motion by Bonacci, second by Nonnenmacher to have a 2% COLA with steps based on the 2019 Matrix retroactive January 1, 2020. Motion by Pennington, second by Hurlbert to amend the motion bringing it back to County Board in January 2020 for clarification. All ayes, except Nonnenmacher, nay, Fischer abstained. 3 ayes, 1 nay, 1 abstained, amended motion passed.

Chairman Nonnenmacher called vote on motion as amended 2% COLA with steps based on the 2019 Matrix, retroactive January 1, 2020, forwarded onto County Board for clarification. All ayes, except Nonnenmacher, Fischer abstained. 3 ayes, 1 nay, 1 abstained. Motion carried.

10. **Discuss with possible action Child Support Employee on going work schedule.** Stowe asked the Committee for approval of an alternate work schedule for a Child Support Employee. Stowe stated the alternate work schedule has been approved by Oversight Committee and has been in effect since 2005. Motion by Hurlbert, second by Bonacci to approve the alternate work schedule for Child Support Employee. All ayes, motion carried.
11. **Human Resources Director's Report. (Explanatory Note: Given the nature of the personnel matters contained within the Director's report, it may be necessary to discuss certain parts of the Director's report in closed session.)**
  - Review status of personnel investigation, in any.
  - Review status of changes in employment status (new hires, promotions, resignation, etc.), if any.
  - Review status of employment claims (Unemployment, Worker's Compensation, FMLA, etc.) in any.
12. **At approximately 2:00 p.m., consider moving into closed session pursuant to Section 19.85 (1)(c)(f), Wis. Stats., to review employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility; and/or to review financial,**

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medical, social or personnel histories of specific persons, which if discussed in public, would be likely to have a substantial adverse effect upon the reputation of any person referred to in such histories or data; continuation of Human Resources Director's report. Motion by Pennington, second by Bonacci to move into closed session. Chairman Nonnenmacher, aye; Pennington, aye; Hurlbert, aye; Bonacci, aye; Fischer, aye. The Committee commenced into closed session at 2:26 p.m.

13. **At approximately 2:15 p.m., return to open session with possible action taken on any matters discussed in closed session.** Motion by Pennington, second by Hurlbert to move back into open session at 2:29 p.m. All ayes, motion carried. No action taken in closed session.
14. **Set date for next meeting:** February 6, 2020 at 1:30 p.m., Resource Center, Wolf River Room.
15. **Adjourn the Meeting.** Motion by Pennington, second by Nonnenmacher to adjourn the meeting at 2:30 p.m. All ayes, motion carried.

Minutes transcribed and submitted<sup>i</sup> by:  
Becky Rank,  
Recording Secretary

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