

JOINT MEETING OF Ad Hoc Transition Committee and
Ad Hoc Consolidation Sub Committee Minutes
June 24th, 2011, 8:30 a.m. A231

Motioned by Allen/Sumpter to appoint Bill Miller as Chairperson. Motion carried by unanimous voice vote. The meeting was called to order by Miller at 8:45 a.m.
The meeting was properly announced.

Present: Ward, Allen, Johnson, Sumpter, England, Cohen, Stuchlak, Keckeisen, James, Wellumson, and Croke. Also present: Genrich, Albert, Bays, Price, Kaye, Kotlowski, Barnes, Phillippi and Borowski. Excused, John West.

Motioned by Sumpter/Johnson to approve the agenda. Motion carried by unanimous voice vote.
Motioned by Sumpter/Ward to approve the June 9, 2011 minutes. Motion carried by unanimous voice vote.

Dan Borowski:

Prohibited bargaining:

- Wages
- Hours
- Conditions of employment
- Contracts essentially become a one page document.

Hourly wage x hours worked x number of employees = total base wages.

Public Safety Employees retain most bargaining rights.

Notice is sent out to the union in Sept/Oct which is considered the initial request to reopen. January 2012 ((preliminary offers)-if no increase to the CPI you cannot offer more unless you have a referendum)). In order to continue as a union there has to be a vote of 51% of the membership, if there isn't 51% the total base wages are off the table.

All collective bargaining agreements expire December 31, 2011.

Step 1: Exchange initial proposals

Step 2: CPI up unless referendum, bargain within cap

Step 3: Negotiate

Step 4: Mediate

Step 5: WERC-base wages only-impasse wages freeze example-interest arbitration is out.

There is no retro pay upon agreement. Payment is only effective when an agreement has been reached. This is a benefit to the County. Another benefit to the County is the ability to base overtime on 40 hours of physical work, if so desired.

October 1, 2011 is the deadline for the Grievance procedure: County Board has final say about termination and has control, system and procedure should be recommended by Transition committee.

RECESS: Motioned by Keckeisen/Ward to recess at 9:21 a.m. Motion carried by unanimous voice vote.

RECONVENE: Motioned by Ward/James to call back to order at 10:57 a.m. Motion carried by unanimous voice vote. Excused, Tom Coke.

General employee contribution is 5.8% and elected is 6.5%. Department heads/non reps/union members start date for payment into WRS is currently unknown. It is unclear if Elected Officials will pay.

Sheriff Union: Their 1/2 share of WRS can be bargained in union negotiations another words it is subject to bargaining. What they bargain for is confusing. Public Safety: New employees have to pay their WRS, others are grandfather in. General Manager-different from one another-allocate resources/budget purchase resources.

Public Safety: Can have longer than a one year agreement, with the exception being health insurance. The county could choose one plan health insurance plan. Local economic conditions come into play in interest arbitrations.

WRS-Pretax not for federal employee. Non-rep employee-sheriff-managerial for purposes of WRS-will pay a %.

There are specific items that must be in the grievance procedure, for example: discipline, employee letter, termination, work place safety, must be in writing, impartial hearing officer, appeal decision process-can it be heard by the county board or board members. Performance based-termination definition act or omission of employee.

Define hearing process, what would we allow.

- Why
- What
- Where
- Who
- When
- How

Just case or a lesser standard.

Work place Safety can be a difference procedure, there are multiple options, deferring to department heads, supervisors, safety committee, no formal safety.

The Transition Committee will need to work on these policies.

Benefits employees have are open for discussion.

Sick time cannot take away vested. No fault attendance policy, over use of sick time-discipline are items open for debate.

Other areas to consider:

- Shared Resources
- ARDC-
- Emergency Management
- Highway
- Design post BRB wage study
- Pay for performance
- Training- personnel-Board training

Set next meeting date – Ad Hoc Consolidation Committee July 18, 2011 at 8:30 a.m.

Identify agenda items:

Set next meeting date-Ad Hoc Transition Committee July 18, 2011 at 9:30 a.m.

Identify agenda items:

Motioned by Allen/James to adjourn at 11:40 a.m. Motion carried by unanimous voice vote.

Respectfully submitted,

Recording Secretary,
Cindy Phillippi