



Monroe County
Personnel Department

14345 County Highway B, Room 3
Sparta, WI 54656-4509
(608) 269-8719

NOTICE OF MEETING

COMMITTEE: PERSONNEL AND BARGAINING
TIME: 9:00 a.m.
PLACE: **Rolling Hills Activity Room**
DATE: Wednesday, November 12, 2014

SUBJECT MATTER TO BE CONSIDERED

1. Call to order - Roll Call
2. Minutes approval - October 8, 2014 - Discussion/Action
3. Paid time off (PTO) - Discussion Only
4. 2015 Health Insurance - Discussion/Action
5. Voucher and budget review - Discussion/Action
6. Topics and meeting date/time for next month's agenda - Discussion/Action
7. CLOSED SESSION of the Bargaining Committee under 19.82(1) at approximately 9:30 a.m. to approve settlement resolution.
8. Adjournment

Pete Peterson
Committee Chairperson

PLEASE NOTE: A quorum of the Monroe County Board or other committees may be present at this meeting. No business of the County Board or other committees will be conducted at this meeting, only the business noted above. Date sent: 11/6/14

Personnel and Bargaining Committee
MINUTES
October 8, 2014

Present: P. Peterson, B. Humphrey, C. Las, C. Schnitzler

Absent: C. King

Also present: E. Smudde, K. Kittleson, C. Schmit, G. Jilek,
C. Bainter, F. Schmidt, J. Kuderer, K. Mangan, S. Koenen,
J. Bernett, B. Campbell, A. Erickson, D. Fennigkoh, S. Brownell,
H. Savone, K. Kast, J. Davis, L. Endres, M. Brieske,
T. Duckworth, R. Sherwood, D. Carney, K. Mantzke, W. Mantzke,
M. Cheever, J. Dittmar

1. Call to Order - Roll Call

P. Peterson called the meeting to order at 5:00 P.M.

Roll Call - All members present except C. King

2. Minutes approval- September 10, 2014 -

Motion to approve the September 10, 2014 minutes by C. Las,
second by C. Schnitzler, and approved on a 4-0 vote.

3. Paid time off (PTO) -

K. Kittleson gave the committee an update that he had met with a group of employees regarding PTO and discussed the most recent revisions to the policy. These revisions included: 8 days of sick leave in the PTO accrual compared to the previous 6 days, the accrual max increasing from 500 hrs. to 600 hrs. however the max pay out would remain at 500 hrs., payout for resignation with proper notice would be 75% based on the vacation accrual schedule and retirement payout would be 100% up to 500 hrs. Additional changes included a rollover of 10% of an employee's sick leave bank to PTO on the first pay period of January 2015 and that employees would receive 20 hrs. of PTO at the first of each year for the January 1st holiday and floating holiday balance. Employees would also receive insurance coverage continuation of premiums based on the amount of sick leave they have in there sick leave bank.

A. Erickson questioned whether or not the 50% payout of sick leave not used throughout 2014 would be paid out in 2015 per current policy. K. Kittleson responded that the sick leave payout would not be available for pay out due to the rollover of the 10% of sick leave balance at the first of the year, but the accrual of additional floating holiday for no use of sick leave in 2014 would be added to the 2015 PTO balance. Multiple members of the audience had

questions regarding why holidays were in the accrual and some wished to keep them separate from the accrual to avoid short comings later in the year if they had to take leave prior in the year. K. Kittleson responded with it will take some adjustment but employees will have to manage their own time and that we would be accruing at a much higher rate of time.

F. Schmit asked why the extra sick leave days were removed and if the short-term disability(S-TD) coverage could be only offered to new employees, while current employees remained on the current system.

Multiple members of the audience also commented on the issue of reducing the amount of sick leave days from the current sick leave policy of 12 days in a year to 8 within the PTO plan. J. Dittmar commented towards the fact that sick leave is a form of insurance and wasn't entitled to use as a leave, but more of an insurance policy. He also supported the change to PTO. K. Kittleson responded to the employees stating that the policy was amended from 6 to 8 sick leave days in the PTO accrual and would not want to match the 12 because the county would now be offering the short-term disability (S-TD) after 60 days to the employees with the option to buy up to a S-TD plan that kicked in after 14 days.

C. Las commented the sick leave days seems to be a big concern for this policy as it is currently proposed and recognized that the policy has made some serious revisions since the initial proposal went out. P. Peterson stated he would like to see this resolution go before the full board for further discussion and possible revisions. **Motion** to approve and send the proposed PTO resolution to the full county board by B. Humphrey, second by C. Schnitzler, and approved on a 4-0 vote.

C. Schnitzler agreed with P. Peterson's comments that this needs to be discussed at the full county board meeting.

4. Voucher and budget review-

K. Kittleson explained the current status of the budget for 2014. E. Smudde explains the charges on the vouchers. Vouchers were circulated and signed by committee members. **Motion** to approve voucher was made by B. Humphrey, second by C. Schnitzler, and approved on a 4-0 vote.

5. Topics and meeting date/time for next month's agenda-
Next meeting items to be discussed were the health
insurance rates for 2015. Next meeting is scheduled to
take place on Wednesday, November 12, 2014 at 9:00 A.M. in
the Rolling Hills Activity Room.

6. Closed Session -

Motion to enter closed session by C. Las, second by B.
Humphrey.

Roll Call: P. Peterson, C. Las and B. Humphrey present.

Meeting entered closed session at 5:47 P.M.

Motion to leave closed session by C. Las, second by B.
Humphrey.

Roll Call: P. Peterson, C. Las and B. Humphrey present.

Left closed session at 5:58 P.M.

5. Adjournment -

Motion to adjourn by C. Schnitzler, second by C. Las and
approved on a 4-0 vote.

Meeting adjourned at 5:59 P.M.

E. Smudde, Recorder

	ANNUAL REVISED BUDGET	ENCUMBERED	ACT MTD POSTED AND IN PROCESS	ACT YTD POSTED AND IN PROCESS	REMAINING BALANCE	PCT
10 GENERAL GOVERNMENT FUND						
143 PERSONNEL						
51430 PERSONNEL						
110 SALARIES	118,407.00	0.00	13,672.80	96,517.45	21,889.55	81 -----
150 FRINGE BENEFITS	29,269.00	0.00	1,988.88	22,958.44	6,310.56	78 -----
152 WORK COMP	321.00	0.00	36.93	260.69	60.31	81 -----
197 LABOR RELATIONS	21,727.92	0.00	0.00	21,077.92	650.00	97 -----
207 MEDICAL EXPENSE REIMBURSEMEN	0.00	0.00	0.00	0.00	0.00	0
214 COMPUTER OPERATION	0.00	0.00	0.00	0.00	0.00	0
225 TELEPHONE	314.00	0.00	22.20	143.66	170.34	45 ----
298 EQUIPMENT SERVICE CONTRACTS	1,668.00	0.00	133.00	1,330.00	338.00	79 -----
310 OFFICE SUPPLIES/EXPENSE	500.00	0.00	189.00	241.07	258.93	48 ----
311 POSTAGE	525.00	0.00	98.00	524.00	1.00	99 -----
313 PRINTING COSTS	200.00	0.00	0.00	0.00	200.00	0
320 BOOKS/PUBLICAT/SUBSCRIPTIONS	100.00	0.00	0.00	39.00	61.00	39 ----
324 DUES	385.00	0.00	0.00	210.00	175.00	54 -----
326 ADVERTISING	9,652.08	0.00	959.64	8,554.72	1,097.36	88 -----
331 CONFERENCES/SEMINARS	1,110.00	0.00	0.00	720.00	390.00	64 -----
337 MILEAGE	1,300.00	0.00	86.70	688.40	611.60	52 -----
815 CAPITAL OUTLAY OVER \$5,000	0.00	0.00	0.00	0.00	0.00	0
900 TECHNOLOGY POOL EXPENSE	453.00	0.00	0.00	453.00	0.00	100 -----
TOTAL: PERSONNEL	185,932.00	0.00	17,187.15	153,718.35	32,213.65	82 -----
51431 EMPLOYEE ASSISTANCE PROGRAM						
392 MISCELLANEOUS EXPENSE	4,000.00	0.00	1,000.00	4,000.00	0.00	100 -----
TOTAL: EMPLOYEE ASSISTANCE PROGRAM	4,000.00	0.00	1,000.00	4,000.00	0.00	100 -----
51432 SAFETY TRAINING						
392 MISCELLANEOUS EXPENSE	1,170.00	0.00	0.00	1,170.00	0.00	100 -----
TOTAL: SAFETY TRAINING	1,170.00	0.00	0.00	1,170.00	0.00	100 -----
51433 SECTION 125 ADMINISTRATION						
392 OPERATING EXPENSES	3,600.00	0.00	269.50	2,751.00	849.00	76 -----
TOTAL: SECTION 125 ADMINISTRATION	3,600.00	0.00	269.50	2,751.00	849.00	76 -----
51434 HEALTH REIMBURSEMENT PROGRAM						
392 MISCELLANEOUS EXPENSE	160,000.00	0.00	11,800.43	93,941.14	66,058.86	58 -----
TOTAL: HEALTH REIMBURSEMENT PROGRAM	160,000.00	0.00	11,800.43	93,941.14	66,058.86	58 -----
51435 RETIREMENT/FRINGE POOL						
392 MISCELLANEOUS EXPENSE	31,461.12	0.00	0.00	15,212.26	16,248.86	48 ----
TOTAL: RETIREMENT/FRINGE POOL	31,461.12	0.00	0.00	15,212.26	16,248.86	48 ----
51436 SPECIAL ASSMNT UNEMPLOYMENT						
392 SPECIAL ASSMNT UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0
TOTAL: SPECIAL ASSMNT UNEMPLOYMENT	0.00	0.00	0.00	0.00	0.00	0
TOTAL: PERSONNEL	386,163.12	0.00	30,257.08	270,792.75	115,370.37	70 -----

RESOLUTION NO. 11-14-

**RESOLUTION RATIFYING CONTRACT SETTLEMENT FOR 2015-2016
COLLECTIVE BARGAINING AGREEMENT BETWEEN MONROE COUNTY AND
THE MONROE COUNTY PROFESSIONAL POLICE ASSOCIATION**

WHEREAS, the Bargaining Committee of the Monroe County Board of Supervisors met with representatives of the Police Union during the past two months to negotiate a 2015-2016 collective bargaining agreement; and

WHEREAS, the parties were able to resolve their differences and reached a voluntary settlement for 2015-2016 on October 28, 2014; and

WHEREAS, the parties agreed that to a 4% wage increase and an additional 2% contribution to Wisconsin Retirement (total of 6%) effective January 1, 2015. Effective January 1, 2016, there will be a 3% wage increase and employees will pay the full employee portion of Wisconsin Retirement. In addition, there will be an additional 10 cents per hour for each of the two years for investigators, and shift differential will be increased from 25 to 35 cents per hour effective January 1, 2015. The parties also agreed to contract language that the union's insurance contribution would be the same as non-protective employees, not to exceed 15 percent, as well as other minor language changes.

NOW, THEREFORE, BE IT RESOLVED by the Monroe County Board of Supervisors that the Bargaining Committee is authorized and empowered to enter into a two-year agreement with the Monroe County Professional Police Association for 2015-2016 on behalf of the County of Monroe, State of Wisconsin, which incorporates the proposed settlement as set forth above in this resolution.

Dated this 25th day of November 2014.

OFFERED BY THE BARGAINING COMMITTEE:

Bargaining Committee vote:
Finance Committee vote:
Approved as to form: Andrew Kaftan

Fiscal Note: \$70,967 in additional wages and wage-related benefits are included in the 2015 budget; \$38,932 in additional wages and wage-related benefits for 2016 will be included in the 2016 budget