

**Minutes of the
Bayfield County Personnel Committee Meeting
10:00 AM, January 28, 2021
Meeting was Held in person and Remotely through Microsoft Teams**

Members Present: Dennis Pocernich, Tom Snilsberg (remotely), Fred Strand, Marty Milanowski, Brett Rondeau

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Attorney Mindy Dale , Chief Deputy Andy Runice (remotely). Rich Burghaus, Andy Mika, Chris Benton, David Renz Jr., Charly Ray

Meeting called to order at 4:00pm by Chairman Rondeau

Minutes of January 7, 2021: *Motion Milanowski, Strand to approve minutes of the January 7, 2021 Personnel Committee meeting. Motion Carried (5-0).*

Public Comment: None

Motion Pocernich, Milanowski to enter into closed session pursuant to Wisconsin Statutes §19.85(1)(c,e) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: and deliberating or negotiating the purchase of public property, vesting of public funds or conducting other specified business whenever competitive or bargain reasons require a closed session. Entered closed session at 10:01am

WPPA Contract Negotiations: Abeles-Allison reviewed status of the negotiations with WPPA. Dale explained the goal for this negotiation and reviewed the most recent communications with WPPA.

WPPA representatives joined the meeting at 10:15am. Introductions were made around the room.

Discussion was initiated using the “From County Jan 12” document for reference.

Union stated k-9 document is fine.

Union asked for clarification on the specific intent of the language “Work Schedule” includes start and end times and days worked. Is this for special events, or would this give authorization for the Sheriff to change schedules on an across-the-board basis. Chief Deputy stated that the intent would be to be able to adjust schedules to cover shifts to avoid overtime. Union stated that the concern is in the summer months when there is a lot of vacation. Concern is primarily for the Sergeants and Lieutenant. Understood that the 4 least senior officers, K-9 and Rec Officer would be flexible.

Chief Deputy Runice joined the meeting in person. County stated that the intent is to keep the supervisory staff on as much of a standard schedule as possible. Unions concern is that the reality is that during the summer months supervisory schedules are all over the place. Runice stated that Sergeants and Lt could work a Pitman schedule and have a set schedule with no flex

required.

Flex language should strike the word “times”. Shift and Days may be modified only. Shift times may be modified by mutual agreement. Example: Short notice shift time change should be by mutual agreement (night to day example).

Holidays: Reject the county’s proposal for investigator and court security officer. Reassert that patrol receive 60 on 1/1 and 72 on 7/1. This is in exchange for the 24 hour coverage. County expressed concern with the inequity that this would create between the patrol and other employees (88 hrs -vs-132 hours).

WPPA Contract Language Proposal:

Promotion language

Insurance: 11.5% 2021, 12% 2022

2 year agreement

Wage 2% 1/1/21, 2.25% 1/1/22

Groups caucused at 10:55am

Withdraw M-F employees not work holidays.

Groups returned to the table at 11:25am.

County will accept the Insurance and wage proposal contingent upon agreeing to other terms proposed:

Sgt/Lt scheduling to remain flex, but intent to maintain 4-5 schedule. No change from current practice. Ask that they try it for the year to see impact.

Remove shift “time” language for flex scheduled. OK if mutual agreement.

Holidays: maintain proposal for all employees at 110 holiday comp to reduce disparity.

Withdraw proposal for M-F employees not work holidays.

Groups caucused at 11:30am.

Groups returned to the table at 11:45am

WPPA:

Insurance, Wages as proposed.

Sgts/Lt attempt to work out amongst themselves if flex is needed. Insert language: If modifications of a schedule is needed for Sgt/Lt, the Sgt/Lt shall attempt to modify their schedules amongst themselves before the Sheriff of designee makes a schedule modification.

Least 4 senior deputies shall work a flex schedule in which they work one month of 4 shifts.

Every other month they will flex.

Clarification that there will be three least senior deputies and the K-9 officer on the flex schedule.

Holiday Comp replaced with 1 personal holiday for all based upon their daily scheduled hours (8, 10, 12) and personal holiday must be used or forfeited.

Groups caucused at 2:10pm

Groups returned to the table at 12:28pm

County agrees to terms as proposed and trial period side letter to be effective until December 31, 2021. To be automatically extend through the end of 2022 unless objection raised by either party.

TA agreement reached at 12:30pm Dale drafted the tentative agreement for the union to review before leaving the room. Draft language was reviewed by both parties. Note to modify expiration dates to 2022.

Motion Pocernich, Milanowski to approve tentative agreement and forward to full County Board for approval. Motion Carried (5-0)

*Motion to Strand, Milanowski to return to open session. Motion Carried (5-0)
Returned to Open Session at 1:17pm.*

Meeting adjourned at 1:17pm

Minutes respectfully submitted by Kristine Kavajecz