

Vice Chair Jim Behling called to order the meeting of the Personnel Committee at 1:30 p.m. on Friday, September 23, 2011 in the County Board Conference Rooms #2 and #3 at the Vilas County Courthouse, 330 Court Street, Eagle River, Wisconsin. Public meeting notice was given to the public twenty-four hours prior to the meeting.

Personnel Committee Members Present: Vice Chair Jim Behling, Emil Bakka, Bob Egan and Steve Favorite, ex-officio member.

Members Not Present: Linda L. Thorpe and Sig Hjermvick.

Others Present: Maynard Bedish, Ralph Sitzberger, Martha J. Milanowski, Jarred Maney and Stephanie Nesbitt.

Approve Agenda: Motion by B. Egan, second by E. Bakka to approve the agenda to be discussed in any order of the Chair. All voting aye, carried.

Highway Commissioner Interview Process: J. Behling said during the County Board meeting on September 20th, the Personnel Committee and Highway Committee were given a directive from the County Board Chair to look into a shared highway commissioner concept. He has been told that Oneida County and Forest County are both looking into the possibility of a shared position. He feels that the upcoming interviews scheduled for next Friday should be postponed at this time until the County is able to fully investigate this concept and look at all alternatives before hiring. He said Al Bauman asked him to share with everyone today that the Highway Committee has been discussing other possibilities and one of those is to eliminate the Patrol Superintendent position and just have the Highway Commissioner. R. Sitzberger said the Committee was discussing combining the Highway Commissioner and Patrol Superintendent positions. If they eliminate the Patrol Superintendent position, the County would lose the funding from the State that pays 60% of that position's salary. The Highway Committee is not looking at eliminating that position but a combination. J. Behling said he feels there are too many unknowns at this time, that the interviews should be postponed and remain status quo until a full analysis could be accomplished. B. Egan said Clark and Jackson Counties maintain their Patrol Superintendent and only share the Highway Commissioner. He would like to see the Schenk study as well, not sure how much the Highway Department will be affected by the report. The comments he heard were both Counties have to buy in to this concept for it to work. He appreciates the job the Interim Commissioner is doing but he also feels at this time the interviews should be postponed until a full analysis can be completed. E. Bakka said he also appreciates the job of the Interim Commissioner but agrees we need to have a more thorough analysis done before proceeding with the interviews. S. Favorite said he has met with the Forest County Board Chair and the Highway Commissioner and Forest County is definitely interested in investigating the shared concept. He said they are looking at even

sharing equipment and projects. They talked about routes and mileage and did some initial comparisons. The idea of sharing equipment and projects not so much personnel may even generate some revenue for the County. He doesn't know if that could happen but he believes further analysis should be done before proceeding with interviews. He also has been contacted by the Oneida County Board Chair and Oneida is also interested in this shared concept and met yesterday with the Labor Relations Committee and Highway Committee to start discussing this idea. He said the State seems to think this is a good idea to establish these consortiums so he feels we should at least keep this discussion going before having the interviews. R. Sitzberger believes he is speaking for the Highway Committee that they are disappointed no one talked to the Highway Committee about this meeting, just got the agenda yesterday morning. No one knew the presentation before the County Board was happening either. The Highway Committee and Personnel Committee had already discussed this shared position at the joint meeting in July and had decided not to move forward on it. The Highway Committee has been investigating options and one of the ideas they have is to combine the Highway Commissioner and Patrol Superintendent positions. He believes Vilas County is different than Oneida and Forest County, we get more snow; we have more tourism, more use of our roads and believes any other County would like to share equipment with Vilas County because we have better equipment than some Counties. He is against sharing the position with another county and believes we should combine the Highway Commissioner and Patrol Superintendent positions. J. Behling said he appreciates Mr. Sitzberger's comments and would like to address some of those comments. He told Mr. Sitzberger that the meeting was just noticed yesterday and that no one got the agenda any earlier than the Highway Committee. This was discussed a few months ago but since the presentation at County Board, the Personnel Committee felt they needed to discuss this matter today in case there was a decision to postpone interviews, they could give the candidates enough notice as the interviews are scheduled a week from today. He asked M. Bedish what his comments are. M. Bedish said if it was a vote today to share a highway commissioner his vote would be no. He agrees with the other comments made that there needs to be a lot of research done on this matter. He isn't sure postponing the interviews is a good idea. He said the Highway Committee has worked hard on its upcoming budget and the rest of the County Board will be impressed with what they've done. He doesn't believe joining forces with another county is right for Vilas County and doesn't think he could support that. He believes Vilas County needs to take care of itself. R. Sitzberger said he agrees that he doesn't believe he could support this either. J. Behling said in the end he may not either but believes the County should still have all the information before them and make an informed decision rather than just saying it's not a good idea and should investigate it fully before interviewing any potential candidates. E. Bakka said he heard both Highway Committee members say they would not support it if there was a vote today, but there isn't a vote today, so are they willing to at least postpone interviews and investigate the possibility. M. Milanowski: what they are discussing today is whether interviews and the hiring process should be put on hold in order to investigate the possibility of a shared commissioner. R. Sitzberger asked what is wrong with

holding the interviews, you may find a super candidate that may want the other counties to join forces with Vilas. They could have the interviews but put the actual hiring on hold. E. Bakka said he didn't believe that would be fair for the candidates to tell them they may or may not get the job and we don't know when you would start as the hiring is on hold. S. Favorite said he has heard from everyone the interim commissioner is doing well, why not continue until this analysis is completed.

Motion by B. Egan, second by E. Bakka to postpone the interviewing of the Highway Commissioner position for 120 days for the purpose of investigating other alternatives including a shared highway commissioner with another county. All voting aye, carried.

Further discussion: M. Milanowski said they could try to have a joint meeting in October with Personnel and Highway to discuss the alternatives. She feels it is important for both Committees keeping this moving with discussions to decide whether a shared position is worth pursuing and if it is, to bring that recommendation to the full Board for a final decision. The Human Resource Manager will start next week and may be able to help with some of the investigating process. M. Bedish asked if the interim commissioner is able to start hiring more workers. J. Behling reminded him that the Highway Committee needs to bring that issue back to the full County Board, not an issue for today. R. Sitzberger encouraged both Committees to attend the presentation on shared services at the upcoming WCA convention.

Motion by B. Egan, second by E. Bakka to have the Corporation Counsel Legal Secretary/Interim Personnel Assistant contact all applicants by telephone and follow up with a confirmation letter of the interviews being postponed and canceled at this time. All voting aye, carried.

Letters and communications: J. Behling read a letter from a Social Services Department employee announcing her last day of employment.

Future meeting dates: September 30, 2011 at 9:00 a.m. and October 19, 2011 at 9:00 a.m.

Vice Chair Behling announced there is no further business on the agenda therefore this meeting stands adjourned at 2:25 p.m.

Minutes reflect the recorders notation and are subject to approval by the appropriate board or committee.

Submitted by: Stephanie Nesbitt, Corporation Counsel Confidential Legal Secretary/Interim Personnel Assistant