

AMENDED NOTICE OF MEETING

COMMITTEE: LABOR RELATIONS EMPLOYEE SERVICES COMMITTEE
PLACE: COMMITTEE ROOM #2, SECOND FLOOR, COURTHOUSE, RHINELANDER WI
DATE: WEDNESDAY, AUGUST 24, 2022 **TIME:** 10:30 AM
ZOOM LINK: <https://us02web.zoom.us/j/83635706690?pwd=WWcwaWowL1VyeVJxTnhroEdTZnhwZz09>
PHONE 1-312-626-6799 MEETING ID: 836 3570 6690 PASSCODE: 248992

- Zoom is offered as a convenience for this meeting. If Zoom functionality drops, the meeting will continue in person at the location listed above subject to a committee quorum.
- It is possible that a quorum of county board members will be at this meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the county board pursuant to State ex rel Badke v. Greendale Village Board, Wis 2d 553, 494 n.w.2d 408 (1993), and must be noticed as such, although the county board will not take any formal actions at this meeting.

AGENDA: All items on this agenda are presumed to be discussion/action

1. Call to order and announcements by Chair.
2. Approve agenda for today's meeting, with the order of the items at the Chairs discretion.
3. Approve the minutes of July 20th and August 10th, 2022 LRES Committee Meetings.
4. Approve the bills and vouchers.
5. Public Comment.
6. 2023 ITS Staffing - Structure
7. Employee Handbook Updates

a. Acknowledgement	i. Code of Ethics	q. Flexible Benefit Plan
b. Introduction and Welcome	j. Nepotism	r. Worker's Compensation
c. Pre-Employment Testing	k. Acting Pay	s. Life Insurance
d. At-Will Employment	l. Breaks	t. Hours of Work and Overtime
e. Introductory Period	m. Mileage Reimbursement	u. Compensatory Time
f. Standards of Conduct	n. Travel Policy	v. Premium Pay
g. Dress Code Policy	o. Termination of Employment	w. Call Pay
h. Employee Work Rules	p. Health Insurance	x. Pager Pay
		y. Paid Time Off

8. It is anticipated that a motion will be made, seconded, and approved by Roll Call Vote to enter into Closed Session pursuant to Section 19.85 (1) (g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved(Topic: Equal Rights Division Complaint) and (c) considering employment, promotion, compensation or performance evaluation data of any public employee (Topic: HR Director Performance Evaluation) and for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data (Topic: Leave of Absence Request). It is anticipated that the LRES Committee will return to open session by roll call vote to consider the remainder of the meeting agenda.
Announcement of action taken in closed session, or take action based on closed session (NOTE: If the announcement of action taken in closed session would compromise the need for the closed session, the action taken will not be announced. Any action taken in closed session may be announced when the need for the closed session has passed.)
9. Travel Requests: WCA Annual Conference; WACPD Fall Conference
10. Public comment.
11. Future agenda topics
Highway Department Staff Compensation; Efficiency Report Update
12. Future meeting date(s).
13. Adjournment.

Notice of Posting Time: 9:00 AM Date: 08/23/2022 Place: Courthouse Bulletin Board Ted Cushing, Chair, LRES Committee

Notice prepared/posted by Lisa Charbarneau, Human Resources Director. Additional information on a specific agenda item may be obtained by contacting the person who posted this notice at 715-369-6299.

NEWS MEDIA NOTIFIED DATE: 08/23/2022 TIME 9:00 AM VIA: E-mail/Mail/Fax

Northwoods River News	Lakeland Times	Star Journal	WHDG Radio Station	WJFW-TV 12
Tomahawk Leader	WLSL Radio	WXPR Radio Station	WRJO Radio Station	WSAW-TV 7

Notice is hereby further given that pursuant to the Americans with Disabilities Act reasonable accommodations will be provided for qualified individuals with disabilities upon request. Please call 715-369-6286 with specific information on your request allowing adequate time to respond to your request. See reverse side of this notice for compliance checklist with the Wisconsin Open Meeting Law.

GENERAL REQUIREMENTS:

1. Must be held in a location which is reasonably accessible to the public.
2. Must be open to all members of the public unless the law specifically provides otherwise.

NOTICE REQUIREMENTS:

1. In addition to any requirements set forth below, notice must also be in compliance with any other specific statute.
2. Chief presiding officer or his/her designee must give notice to the official newspaper and to any members of the news media likely to give notice to the public.

MANNER OF NOTICE:

Date, time, place and subject matter, including subject matter to be considered in a closed session, must be provided in a manner and form reasonably likely to apprise members of the public and news media.

TIME FOR NOTICE:

1. Normally, a minimum of 24 hours prior to the commencement of the meeting.
2. No less than 2 hours prior to the meeting if the presiding officer establishes there is good cause that such notice is impossible or impractical.
3. Separate notice for each meeting of the governmental body must be given.

EXEMPTIONS FOR COMMITTEES & SUBUNITS

Legally constituted sub-units of a parent governmental body may conduct a meeting during the recess or immediately after the lawful setting to act or deliberate upon the subject which was the subject of the meeting, provided the presiding officer publicly announces the time, place and subject matter of the sub-unit meeting in advance of the meeting of the parent governmental body.

PROCEDURE FOR GOING INTO CLOSED SESSION:

1. Motion must be made, seconded and carried by roll call majority vote and recorded in the minutes.
2. If motion is carried, chief presiding officer must advise those attending the meeting of the nature of the business to be conducted in the closed session, and the specific statutory exemption under which the closed session is authorized.

SYNOPSIS OF STATUTORY EXEMPTIONS UNDER WHICH CLOSED SESSIONS ARE PERMITTED:

1. Concerning a case which was the subject of a Judicial or quasi-judicial trial before this governmental body. Sec. 19.85(1)(a)
2. Considering dismissal, demotion or discipline of any public employee or the investigation of charges against such person and the taking of formal action on any such matter; provided that the person is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action is taken. The person under consideration must be advised of his/her right that the evidentiary hearing be held in open session and the notice of the meeting must state the same. Sec. 19.85(1)(b)
3. Considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. Sec. 19.85(1)(c)
4. Considering strategy for crime detection or prevention. Sec. 19.85(1)(d)
5. Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session. Sec. 19.85(1)(e)
6. Considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. Sec. 19.85(1)(f), except where paragraph 2 applies.
7. Conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. Sec. 19.85(1)(g)
8. Considering a request for advice from any applicable ethics board. Sec. 19.85(1)(h)

PLEASE REFER TO CURRENT STATUTE SECTION 19.85 FOR FULL TEXT**CLOSED SESSION RESTRICTIONS:**

1. Must convene in open session before going into closed session.
2. May not convene in open session, then convene in closed session and thereafter reconvene in open session within twelve hours unless proper notice of this sequence was given at the same time and in the same manner as the original open meeting.
3. Final approval or ratification of a collective bargaining agreement may not be given in closed session.
4. No business may be taken up at any closed session except that which relates to matters contained in the chief presiding officer's announcement of the closed session.
5. In order for a meeting to be closed under Section 19.85(1)(f) at least one committee member would have to have actual knowledge of information which he or she reasonably believes would be likely to have a substantial adverse effect upon the reputation involved and there must be a probability that such information would be divulged. Thereafter, only that portion of the meeting where such information would be discussed can be closed. The balance of that agenda item must be held in open session.

BALLOTS, VOTES AND RECORDS:

1. Secret ballot is not permitted except for the election of officers of the body or unless otherwise permitted by specific statutes.
2. Except as permitted above, any member may require that the vote of each member be ascertained and recorded.
3. Motions and roll call votes must be preserved in the record and be available for public inspection.

USE OF RECORDING EQUIPMENT:

The meeting may be recorded, filmed, or photographed, provided that it does not interfere with the conduct of the meeting or the rights of the participants.

LEGAL INTERPRETATION:

1. The Wisconsin Attorney General will give advice concerning the applicability or clarification of the Open Meeting Law upon request.
2. The municipal attorney will give advice concerning the applicability or clarification of the Open Meeting Law upon request.
- 3.

PENALTY:

Upon conviction, any member of a governmental body who knowingly attends a meeting held in violation of Subchapter IV, Chapter 19, Wisconsin Statutes, or who otherwise violates the said law shall be subject to forfeiture of not less than \$25.00 nor more than \$300.00 for each violation.

Prepared by Oneida County Corporation
Counsel Office - 5/16/96