

**LINCOLN COUNTY  
PERSONNEL COMMITTEE  
Tuesday December 6, 2011, 8:00 a.m.  
Lincoln County Service Center Room 248**

**A G E N D A**

1. Call Meeting to Order
2. Approve Minutes of Previous Meeting
3. IT Department Structure – New Job Descriptions
4. Request to extend Interim Agriculture Development Agent Position – UW Extension
5. Request to replace Authorized Positions
  - a. Health Department – Public Health Nurse
  - b. District Attorney Department – Legal Secretary

**CLOSED SESSION**

6. Convene into Closed Session pursuant to Sec. 19.85(1) (e) and (c) Wis. Stats. for:
  - A. Under Sec. 19.85(1) (e) “conducting other specified public business whenever competitive or bargaining reasons require a closed session.”
    - 1) Personnel Policy Revision
  - B. Under Sec. 19.85(1) (c) “considering employment of any public employee over which the governmental body has jurisdiction or exercises responsibility”
    - 1) Leave of absence request – Donna Kampmeyer – Sheriff’s Office

**OPEN SESSION**

7. Take any necessary action on Items Discussed in Closed Session
8. Approval of New Personnel Policy
9. Tentative agreement with WPPA (Sheriff Office - Deputies)
10. Tentative agreement with WPPA (Sheriff Office - Lieutenants)
11. Setting wages for Chief Deputy Position
12. Administrative Coordinator’s Report- Q and A on written report
13. Set next meeting date(s)
14. Adjourn

**DISTRIBUTION:**

**Personnel Committee Members – Daniel Caylor, Greta Rusch, Frank Saal Jr., Patsy Woller, Donald Nelson**

**County Board Chair**

**Administrative Coordinator**

**Department Heads**

News Media – Notified on \_\_\_\_\_ at \_\_\_\_\_ m. by \_\_\_\_\_

Bulletin Boards:

Courthouse – Posted on \_\_\_\_\_ at \_\_\_\_\_ m. by \_\_\_\_\_

Service Center – Posted on \_\_\_\_\_ at \_\_\_\_\_ m. by \_\_\_\_\_

Tomahawk Annex – Posted on \_\_\_\_\_ at \_\_\_\_\_ m. by \_\_\_\_\_

**There may be a quorum of other Lincoln County committees present at this meeting.**

**Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of this meeting. Please do so as early as possible so that proper arrangements can be made. Requests are kept confidential.**

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 give notice to the public.

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 a good cause that such notice is impossible or impractical.

EXEMPTIONS FOR COMMITTEES AND SUB-UNITS:

Legally constituted sub-units of a parent governmental body may conduct a meeting during the recess or immediately after the lawful meeting to act or deliberate upon a 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.

STATUTORY EXEMPTIONS UNDER WHICH CLOSED SESSIONS ARE PERMITTED:

1. Deliberation of judicial or quasi-judicial matters. 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. 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 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. Sec. 19.85(1)(f).
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).

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 with twelve (12) 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.

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.

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.