

# LANGLADE COUNTY



## RESOLUTION NO #11-2017

### INTRODUCED BY: PERSONNEL AND EXECUTIVE COMMITTEES

### INTENT: REVISE RULES OF THE BOARD TO REFLECT MINIMUM STAFFING PLANS APPROVED FOR CERTAIN DEPARTMENTS

**WHEREAS**, pursuant to County Board Rule 12.1, the approval of the Oversight and Personnel Committees is required to refill vacancies in any position that is budgeted in a Department; and

**WHEREAS**, the County Board has previously approved minimum staffing plans for certain positions that perform essential health and safety functions and which allow the immediate refilling of vacancies by the Department Head from eligibility lists approved by the hiring body (Oversight Committee); and

**WHEREAS**, the Committees recommend that minimum staffing plans be identified and excluded from Rule 12.1 for purposes of clarification; and

**WHEREAS**, the pre-approved minimum staffing plans currently exist for the Highway Department (Res. #38-2015); Department of Social Services (Res. #49-2013 social worker positions) and Sheriff's Department (deputy positions); and

**WHEREAS**, the Committees also recommend that these minimum staffing plans be updated to reflect staffing changes that have occurred since the plans were established and also identify any other essential positions that should be referenced in County Board Rule 12.1, such as: corrections officers, dispatchers, nurses, and maintenance personnel; and

**WHEREAS**, Committees recommend adding to County Board 12.1, as follows: *If a vacancy occurs in a position that is subject to a minimum staffing plan (as identified herein), then the hiring body shall be authorized to refill the vacant position contingent on funding being available for the position in the departmental budget. Vacancies in any other position that is budgeted in a department shall be refilled with the approval of the Oversight Committee and the Personnel Committee.*

*Minimum staffing levels have been established in the following departments as follows:*

*Sheriff's Department:*

*Deputy Sheriffs: 16.*

*Dispatchers: 8.*

*Corrections Officers: 16 (including 4 female jailers).*

*Highway Department: 29 full-time equivalent positions (not including Commissioner and Assistant Commissioner).*

*Department of Social Services:*

*10 social worker positions (including one Master's Level SW for CFS, two SW for Juvenile Justice, and one part-time SW serving as a Foster Care Coordinator).*

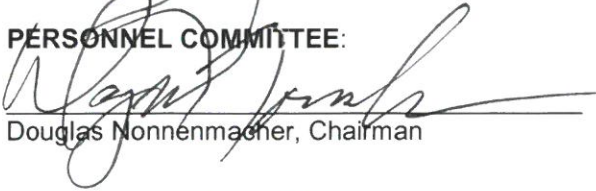
*Health Department: 4 public health nurses (including the Health Officer).*

*Maintenance Department: 5 full-time equivalent positions (including the Director).*

**NOW THEREFORE BE IT RESOLVED**, by a two-thirds (2/3rds) vote of the Langlade County Board of Supervisors, to revise the Rules of the Board to clarify Rule 12.1 as it pertains to minimum staffing plans for certain departments as outlined herein.

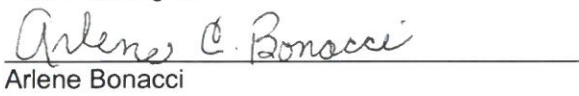
**NOW THEREFORE BE IT FURTHER RESOLVED**, that Department Heads are expected to maintain and update eligibility lists for any positions in their department that are subject to a minimum staffing plan.

**PERSONNEL COMMITTEE:**

  
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Douglas Nonnenmacher, Chairman

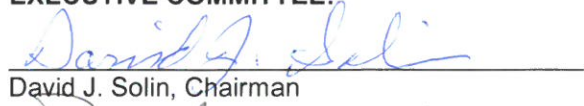
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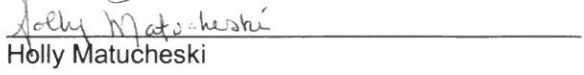
**EXECUTIVE COMMITTEE:**

  
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**FISCAL NOTE:** No fiscal impact.

**ADOPTED BY THE COUNTY BOARD OF LANGLADE COUNTY THIS 21st DAY OF FEBRUARY, 2017.**

  
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Judy Nagel, Langlade County Clerk

