

## SUMMARY OF PROCEEDINGS STEERING COMMITTEE

COMMITTEE MEMBERS: *Martin Farrell (Chair), Jeff Nooyen (Vice-Chair), Tom Kautza, Dick Koeppen, David Albrecht (Perm. Alt. for Shiloh Ramos), Donna Kalata, Alice Connors, Jeremy Johnson*

**Date:** Monday, September 28, 2020

**Time:** 1:00 p.m.

**Place:** Virtual Meeting

### Committee Members Present:

Martin Farrell (Chair) .....	Fond du Lac County
Alice Connors .....	Calumet County
Dick Koeppen .....	Waupaca County
Jeremy Johnson (Perm. Alt. for Elizabeth Moses) .....	Menominee County
Dave Albrecht (Perm. Alt. for Shiloh Ramos) .....	Winnebago County

### Committee Members Excused:

Donna Kalata .....	Waushara County
Jeff Nooyen .....	Outagamie County
Tom Kautza .....	Shawano County

### Committee Members Unexcused:

None

### Staff /Others Present:

Melissa Kraemer Badtke .....	Executive Director
Kay Heiman .....	Controller
David DeTroye (Perm. Alt. for Mayor Tom Reinl, City of Chilton) .....	Calumet County

### Agenda

#### 1) **Welcome & Introductions**

Chair Farrell welcomed attendees to the meeting and introduced Mr. DeTroye attending as a guest for the meeting.

#### 2) **Statement of Compliance with Wis. Stats. Sec. 19.84 Regarding Open Meetings Requirement**

Ms. Kraemer Badtke stated that the meeting was posted in compliance with Wis. Stats. Sec. 19.84 Regarding Open Meetings Requirement and that it was a legal meeting.

#### 3) **Pledge of Allegiance**

#### 4) Approval of Agenda/Motion to Deviate

Mr. Albrecht motioned to approve the agenda, Ms. Connors seconded the motion. The motion passed unanimously.

#### 5) Public Comment

There was no public comment.

#### 6) New Business/Action Items

##### a) **Proposed Resolution 28-20: Clarifying the Employee Grievance Procedure for the East Central Wisconsin Regional Planning Commission (*being addressed under the full authority of the Commission*)**

Ms. Kraemer Badtke provided background and an overview of the resolution. The grievance procedure needed to be modified to comply with Wisconsin State Statutes. Staff worked with East Central's attorney to ensure that it has been modified and now is in compliance with Wisconsin State Statutes. This resolution will also authorize the personnel policies to be consistent with this particular grievance procedure.

Chair Farrell added that he talked with Mr. Macy about this on Friday and he said that our grievance procedures are what an employee can bring if he/she is disciplined and does not agree with the discipline. Mr. Macy had said that the state law had changed and that after Act 10 the Commission had not updated its procedure in order to be consistent with the newer state law. Specifically what he said was that the final authority needs to be with the Commission. The employee can appeal the discipline within the organization and then an impartial hearing officer can then schedule a hearing in order to hear both sides but then ultimately if either party does not accept the recommendation of the impartial hearing officer, ultimately now it will be the Steering Committee's final decision. Before, the grievance procedure was that the impartial hearing officer would have the final say. Mr. Macy told Mr. Farrell that was not consistent with state law and that the final authority does need to lie with the Commission. That is why the order of the independent hearing officer vs. the final authority of the Steering Committee was changed.

Mr. Johnson thanked Chair Farrell for providing clarification on the agenda item. Chair Farrell responded that Mr. Macy felt that the impartial professional mediator/lawyer/arbitrator/retired judge/whoever is hired to hear the grievance cannot have the final authority, it has to be with the Steering Committee acting on behalf of the Full Commission.

Mr. Albrecht motioned to approve the resolution, Ms. Connors seconded the motion. The motion passed unanimously.

#### 7) Adjourn

Ms. Connors motioned to adjourn, Mr. Koeppen seconded the motion. The motion passed unanimously. The meeting adjourned at 1:12 p.m.

*Any person wishing to attend this meeting or hearing, who, because of a disability, requires special accommodations should contact the East Central Wisconsin Regional Planning Commission at (920) 751-4770 at least three business days prior to the meeting or hearing so that arrangements, within reason, can be made.*