

Personnel, Labor and Grievance Committee
Meeting Minutes
May 12, 2026 – 6:00 PM
County Board Room

1. Call to Order/Roll Call @ 6:00PM

Members Present: Mike Hilmes, Mike Streiker and Nelson Heinzmann. Also, present was Chairman Brad Knolhoff. **Absent:** Gary Arentsen, Dave Veizer, and Bruce Rapien. Quorum established.

2. Recognition of Guests: Neal Richter, Wayne Kruse and their Union Rep, Rekjanil Woods.

3. Public Comments: Neal Richter briefly talked about the subject matter of their grievance.

4. Approval of April 2026 meeting minutes: Motion to approve minutes was made by Nelson Heinzmann; second by Mike Streiker. Motion carried by voice vote; 4-0.

5. Old Business: None

6. New Business:

- a) Discussed resignation/payout claim submitted by County Maintenance Employee, John (Jack) Ratermann, which took affective May 8th. His payout claim is an amount up to \$568.79 for 23 hours of unused vacation. Motion to approve resignation/payout claim was made by Mike Strieker; second by Nelson Hienzmann. Motioned to submit claim to full Board carried by voice vote, 4-0.
- b) With Neal Richter, Wayne Kruse, and their Union representative, Rekjanil Woods, present in open quorum, we discussed their grievance that they submitted to County Engineer, Dan Behrens, on April 9, 2026. County Engineer Behrens responded on April 10th by declining claim. Neal Richter and Wayne Kruse noted they received it on April 13th. I read County Engineer Behrens' response/rejection letter in which he declined their grievance because they failed to submit their grievance claim within the contractual time limits (5 Days) of when they became aware of the subject matter of their grievance (when Mr. Richter discussed this issue with the Board at the January 2026 County Board Meeting). The committee concurs with County Engineer Behrens' declination of their grievance claim, per Article IX (Grievance Procedure), Section 2, Step 1, of the current CBA between the County of Clinton Highway Department (Engineer Technicians) and the L.I.U.N.A and Laborers' Local 773. Due to the contractual violation by filing their grievance beyond the "Time Limits", the committee further invokes Article IX, Section 4, of the said CBA, which reads, in part, that "No grievance shall be entertained or processed unless it is submitted and thereafter processed within the time limits set forth in this Article." Motion was made by Mike Strieker in that the committee concurs with County Engineer Behrens' decision to decline their grievance and furthermore, we invoke Section 4 of Article IX,

in the current CBA with the County Highway Engineer Technicians. Nelson Heinzmann second the motion. Motion carried by voice vote; 4-0

7. **Adjourn:** Motion to adjourn was made by Nelson Heinzmann @ 6:27PM; second by Mike Streiker. Motion Carried by voice vote; 4-0.

NEXT MEETING IS: July 14, 2026 @ 6p