

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

August 22, 2011

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, Committee Room #2.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, and Sonny Paszak.

COMMITTEE MEMBERS ABSENT: Paul Dean; Scott Holewinski (excused).

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corp Counsel); Ken Kortenhof (Emergency Management); Peter Wolk (Supervisor).

The Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Cushing, second by Paszak to approve the agenda for the present meeting. Motion carried; all ayes.

Motion by Paszak, second by Cushing to approve the minutes of August 10 and 16, 2011. Motion carried; all ayes.

Emergency Management 2012 Staffing Requests

Motion by Paszak, second by Cushing to approve the three Emergency Management staffing requests for 2012 as presented. Motion carried; all ayes.

LRES Department Organization

Young told the committee that he is not too sure that the County needs a County Coordinator at this time. He continued that he felt the county coordinator position should be eliminated and a human resources director position created in its place. Young indicated that there were things in the coordinator job description that would be added to the HR director job description. He continued that Lisa Charbarneau would move into the HR Director position and Linda Herrmann would move into the Employee Services Manager position, which would leave the assistant position to be filled.

Paszak agreed with Young. He stated that Lisa would be a good person to meet with committees and keep them informed and give advice when necessary.

Cushing echoed Young's statement, adding that the Coordinator was a much needed position when it was created to deal with union contracts. He continued that now that the County was over that hump, combined with the economic position it was time to reorganize the department. Cushing stated that this would be a very smooth transition moving the internal staff.

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Desmond told the committee that they could either eliminate the coordinator position or let it disappear after the six month vacancy of the position. He continued that the county would need to review how this affects the County Code. Desmond also suggested looking at the old Labor Relations Director job description.

Sorenson suggested that the committee should ask the department heads what they thought of the County Coordinator position. She continued that she thought it was good place for department heads to go and have issues resolved.

Desmond indicated that it would not be a bad idea to incorporate the good functions of the coordinator into the new job description. He also volunteered to work with Margie and Lisa to get something down on paper to combine what the committee liked of the coordinator job duties and old director position into a new job description.

Cushing indicated that Charbarneau should look over job duties and suggest what would work.

Peter Wolk said he thought this was an excellent idea and fully supported it.

Contract Comparisons

Motion by Paszak, second by Cushing to allow uniform allowance for the non-represented law enforcement staff except the Chief Deputy position. Motion carried; all ayes.

The committee discussed employee contributions for health insurance. Young indicated that we can't hit the employees too hard. He continued that we need to look at numbers and plan designs before a final decision can be made on this issue.

Motion by Cushing, second by Paszak to ask the Sheriff Department to go to a 37.5 hour work week in 2012. Motion carried; all ayes.

The committee discussed the difference between red circled and green underlined wages. The committee talked about implementing merit pay at step 14 for non-union employees.

Young indicated that the committee would discuss this further at their next meeting.

Sorenson indicated that she had been working on the Employee Handbook. She continued that she would need Desmond's assistance on what information needs to be in the County Code. She also suggested that Charbarneau review what is left in the current union contracts that still needs to be addressed.

Motion by Cushing, second by Paszak to adjourn. Motion carried; all ayes

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Meeting adjourned at 9:45a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary