

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

August 24, 2011

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, First Floor Conference Room.

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

COMMITTEE MEMBERS ABSENT: Paul Dean (excused).

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corp Counsel); Peter Wolk, Gary Baier, David O'Melia (Supervisor); Dianne Jacobson (Dept on Aging); Nick Scholtes (Highway); Tammy Walters (Veteran Service); Brenda Behrle (Circuit Court); Judge O'Melia (Branch I); Mike Bloom (District Attorney); John Bilogan (Forestry); Kris Ostermann (Treasurer); Linda Conlon (Public Health); Dan Kuzlik (UW Extension); Phil Puza (Solid Waste).

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 amended agenda for the present meeting. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to approve the bills and vouchers as presented. Motion carried; all ayes.

Site Manager Position at Department on Aging

Dianne Jacobson came before the committee with a request to increase LTE Site Manager Positions by 3% for 2012. Jacobson explained that the job duties of these positions warrants the adjustment. She also added that these positions have not gotten an increase since 2009 and that none of the money for these positions is on the tax levy.

Motion by Paszak, second by Young to approve an increase to Dining Site Manager positions by 3% for 2012. All voting no. Motion failed.

2012 Staffing Requests

Department on Aging

Motion by Cushing, second by Paszak to approve the LTE Receptionist, LTE bus driver, LTE fitness leader at current rate and LTE Dining Site Manager at current rate staffing requests for 2012. Motion carried; all ayes.

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Highway

Scholtes told the committee he was withdrawing his LTE Snow Removal positions for 2012. He also told the committee that he has requested four summer LTE's however the work load will determine if all four positions will be filled.

Motion by Holewinski, second by Cushing to approve four LTE Summer Laborer positions for the Highway Department for 2012. Motion carried; all ayes.

Veteran Services

Motion by Cushing, second by Holewinski to approve the LTE Secretary position for the Veteran Service Office as presented. Motion carried; all ayes.

Law Clerk

Motion by Cushing, second by Paszak to approve the LTE Law Clerk for Branch I and Branch II as presented. Motion carried; all ayes.

District Attorney

Motion by Paszak, second by Cushing to approve the LTE Summer Law Clerk for the District Attorney as presented. Motion carried; all ayes.

Clerk of Courts

Motion by Holewinski, second by Cushing to approve the LTE Bailiffs as presented for 2012. Motion carried; all ayes.

Motion by Cushing, second by Paszak to approve an LTE Data Entry position as presented. Motion carried; all ayes.

Forestry

Motion by Cushing, second by Paszak to approve the Forestry LTE for 1000 hours contingent on receiving proposed grant. If no grant is received position is approved for 500 hours. Motion carried; all ayes.

Motion by Paszak, second by Cushing to approve the LTE Ranger, LTE Summer Maintenance and LTE Winter Maintenance staffing requests for 2012 as presented. Motion carried; all ayes.

Treasurer

Motion by Cushing, second by Holewinski to approve the LTE Account Clerk for the Treasurer's Office for 2012 as presented. Motion carried; all ayes.

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Public Health

Motion by Holewinski, second by Paszak to approve the Public Health staffing requests for 2012 as presented. Motion carried; all ayes.

UW Extension

Motion by Cushing, second by Paszak to approve the Amendment No. 2 Contract between Oneida County and Board of Regents of the University of Wisconsin System for \$83,595 as presented for the Agent positions at the UW Extension. Motion carried; all ayes.

Motion by Cushing, second by Paszak to approve the LTE Fair Secretary and LTE Fair Manager 2012 Staffing Requests as presented. Motion carried; all ayes.

Kuzlik brought forth a request for a full time Aquatic Invasive Species Coordinator for 2012. He explained that he had worked with the Committee of Jurisdiction to restructure the combined department of UW Extension and Land and Water Conservation for 2012. Kuzlik indicated that the intent is to eliminate the County Conservationist position and merge those duties with the ConRad Agent and also eliminate a full time clerical support position when the incumbent employee retires in December 2011. He continued that with funding from DATCAP, savings from the elimination of the two full time positions and money to be saved by the department moving to the Courthouse the budget for 2012 has been reduced.

Motion by Paszak, second by Cushing to approve the full time AIS Coordinator position for 2012 provided all presented savings are realized by the department, also not filling the position until after January 1, 2012. Motion carried; Young, Paszak, Cushing voting aye; Holewinski voting no.

Motion by Cushing, second by Paszak to approve three LTE AIS Project Assistants to be covered 100% by grant dollars for 2012. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to approve the LTE Summer Horticulture Assistant as presented for 2012. Motion carried; all ayes.

Solid Waste

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

Wage Schedules

The committee discussed that employees who would be going from a 2080 hours per year schedule to a 1950 hours per year schedule would be green lined. These employees would be eligible for a step increase each year, however would not be eligible for an

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across the board increase until the 1950 hour salary schedule caught up to the 2080 hour wage schedule.

John Sweeney indicated that the Sheriff's Department would be losing 700 hours of management working hours by going to a 1950 hour per year schedule. He indicated that the Sheriff is not in favor of the change and requests that the committee grandfather in current management staff at 2080 hours and reduce new hires to 1950 hours in the future.

The committee also discussed mandatory unpaid lunch breaks at the Sheriff's Department.

Motion by Holewinski, second by Paszak to exempt Sheriff Department secretarial and managerial staff for a mandatory unpaid lunch to alleviate disruption to the department operations. Motion carried; all ayes.

Contract Comparisons

Sorenson indicated that all grandfathering language would be at the end of the Employee Handbook. She also told the committee that she had forwarded the document to Desmond and Charbarneau for further review.

Out of County Travel

Motion by Holewinski, second by Cushing to approve Lisa Charbarneau's attendance at the WCA Meeting in Stevens Point on Friday, August 26, 2011. Motion carried; all ayes.

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

Meeting adjourned at 11:58a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary