

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

January 10, 2012

CALL TO ORDER

Chairman Young called the LRES Committee to order at 1:00 p.m. in committee room #1 of the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

LRES COMMITTEE MEMBERS PRESENT: John Young, Paul Dean, Ted Cushing, Sonny Paszak and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Jeff Hoffman, Kaye Juel (Sheriff Dept.); Andy Phillips (Attorney); Freeman Bennett (Highway); Carol Pederson (Supervisor)

APPROVE AGENDA

Motion by Dean, second by Paszak to approve the agenda for the present meeting. All ayes; motion carried.

APPROVE MINUTES

Motion by Holewinski, second by Dean to approve the minutes of December 28, 2011 as presented. All ayes; motion carried.

BILLS & VOUCHERS

Motion by Holewinski, second by Dean to approve the bills and vouchers as presented. All ayes; motion carried.

LEAD CORRECTONS/CORRECTIONS OFFICER VACANCY REVIEW

Jeff Hoffman came before the Committee to request filling his vacant lead corrections position. He explained that the position had been vacant since April and they would be filling it from within and that would create a vacant corrections position that they would need to fill.

Motion by Paszak, second by Dean to approve filling the vacant lead corrections position from within and filling the vacant corrections position. All ayes; motion carried

LEAD TELECOMMUNICATOR/TELECOMMUNICATOR VACANCY REVIEW

Jeff Hoffman came before the Committee to request filling his vacant lead telecommunicator position due to the lead stepping down. He explained that they would be filling it from within and that would create a vacant telecommunicator position that they would need to fill.

Motion by Holewinski, second by Cushing to replace the lead telecommunicator position from within and to fill the vacant telecommunicator position created by the move. All ayes; motion carried.

RECRUITMENT POLICY UPDATE

Lisa Charbarneau explained to the committee that Matt Matteson spoke at the department head meeting about receiving complaints from employees about hiring family members. He favors a panel of three including the department head, LRES, and someone mutual to screen the applications. The consensus of the department heads was they were happy with the way things are being done and saw no need for change. Charbarneau stated that she uses a matrix system and it has been key for past lawsuits. Holewinski stated that the current system worked great for the highway. Young remarked that if this was a concern from the employees and not the department heads it should have been brought up by the unions.

EXECUTIVE SESSION

Motion by Dean, second by Cushing to adjourn into closed session pursuant to section 19.85(1) (c), (e), (f), & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session; and, (3) for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data; and, (4) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. (Topics: Bargaining & Personnel Matters) Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Cushing, second by Dean to return to open session. Roll call vote taken with all voting in the affirmative; motion carried.

The following motions were made during the above closed session and announced in open session:

Motion by Paszak, second by Dean to approve grade level 11, step 3 at \$45,435 on the non-rep wage schedule for the new shop superintendent. Roll call vote with all voting in the affirmative; motion carried.

Motion by Cushing, second by Dean to approve a two-tier insurance plan effective March 1st, creating a tier for employees who do not contribute to WRS. Roll call vote with all voting in the affirmative; motion carried.

WELLNESS/HEALTH UPDATES

None

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OUT-OF-COUNTY TRAVEL

Motion by Holewinski, second by Cushing to authorize Jack Young to attend the open forum meeting in Madison on February 6, 7 and 8th. All ayes; motion carried.

FUTURE MEETING DATES

January 25 9:30 a.m.

February 15 9:00 a.m.

February 29 9:30 a.m.

FUTURE AGENDA TOPICS

Code of Ethics

Vacancy Review

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 3:08 p.m.

John R. Young, Chairman

Linda Herrmann, Committee Secretary