

# **LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**

**May 09, 2012**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the first floor conference room 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:** Ted Cushing, Sonny Paszak, Scott Holewinski, Carol Pederson and Billy Fried.

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corp. Counsel); Freeman Bennett (Highway); Lynn Grube (ITS); Jeff Hoffman, John Sweeney (Sheriff Dept.); Kris Ostermann (Treasurer); Mary Bartelt (County Clerk); Brenda Behrle (Clerk of Courts)

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Holewinski, second by Pederson to approve the minutes of April 25, 2012 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **MECHANIC VACANCY REVIEW APPEAL**

Freeman Bennett came before the Committee to explain that they have been trying to survive with only two mechanics and sharing one of them with Solid Waste. He stated they have 9 trucks with basically one mechanic and they need the equipment running. He would like to make the shared mechanic full-time at the Highway.

Motion by Paszak, second by Pederson to make the shared mechanic full-time at the Highway Department. All ayes; motion carried.

## **NETWORK ANALYST VACANCY REVIEW APPEAL**

Lynn Grube came before the Committee to ask to fill her vacant Network Analyst position as soon as possible. They have to pay a consultant \$150/hr. to fill-in currently.

Motion by Holewinski, second by Paszak to approve filling the Network Analyst position as presented. All ayes; motion carried.

## **ITS CALL-IN PROCEDURES**

Lisa Charbarneau explained to the Committee that currently there is no call-in procedure for the ITS Department. They are not paid to be on call. It has worked for the last 23 years but there is the potential for problems.

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Lynn Grube stated that the first call would go to the person carrying the beeper. They would follow the procedures manual for troubleshooting but could escalate to calling an expert. There are a variety of skill sets involved.

Charbarneau remarked that it would be similar to the Buildings & Grounds beeper pay. They receive \$20/day call time and work time.

Motion by Paszak, second by Holewinski to approve call time pay contingent on approval by the Administrative Committee. All ayes; motion carried.

### **WRS CONTRIBUTIONS FOR ELECTED OFFICIALS**

Sheriff Hoffman came before the Committee to say that now that the Deputy Association was paying 4% of their WRS contribution the County is planning to take the WRS contribution out of his pay. He stated that his total compensation had been set and once set cannot be changed. A recent judge's decision in Eau Claire came down in favor of the Sheriff.

Mary Bartelt, Kris Ostermann and Brenda Behrle explained to the Committee that as elected officials the County could not change their compensation during their terms, same as the Sheriff. They are currently paying WRS contributions.

Motion by Holewinski, second by Paszak to leave the total package for Sheriff as is set for remainder of term. All ayes; motion carried.

Motion by Holewinski, second by Paszak to leave WRS contribution for 2011 voluntary and to begin with 2012 to honor the full compensation package for County Clerk, Treasurer, Clerk of Courts and Register of Deeds with no WRS contributions and to wait to adjust 2011 until settlement of appeal. All ayes; motion carried.

### **WRS CONTRIBUTIONS FOR PROTECTED NON-UNION EMPLOYEES**

John Sweeney came before the Committee to request they not make a decision today on the WRS contributions but to table this for some ideas as there is a lot on the table.

### **EXECUTIVE SESSION**

Motion by Holewinski, second by Pederson to adjourn into closed session pursuant to section 19.85(1) (c), (f), & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) 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, (3) 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: Personnel Matters)

Discussion held in closed session.

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

There was no action taken during the above closed session.

**COUNTY CODE 4.371 SUSPENSION**

Lisa Charbarneau told the Committee that during investigations people were placed on paid leave. Brian Desmond suggested giving him some direction to look into unpaid leave.

Motion by Fried, second by Holewinski to instruct Corporation Counsel to research options for suspension of employees. All ayes; motion carried.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

Lisa Charbarneau asked to attend the WACPD conference in Eau Claire and do a presentation on PTO.

Motion by Paszak, second by Pederson to approve travel for Lisa Charbarneau to attend the WACPD conference in Eau Claire on May 10<sup>th</sup> and 11<sup>th</sup>. All ayes; motion carried.

**FUTURE MEETING DATES**

May 23	9:00
June 13	9:00
June 27	9:00

**FUTURE AGENDA TOPICS**

Wage Steps

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Fried, second by Holewinski to adjourn. Motion carried; all ayes.

Meeting adjourned at 11:38 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary