

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

**August 08, 2012**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 10:00 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); John Bilogan (Forestry); Jean Hanson (Land & Water); Erica Brewster (UW Extension); Candy Sorenson, Bob Mott (Supervisors)

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Fried, second by Paszak to amend the minutes of July 25, 2012 as presented. All ayes; motion carried.

Motion by Pederson, second by Fried to approve the amended minutes of July 25, 2012. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **FORESTRY DEPARTMENT RE-ORGANIZATION**

John Bilogan came before the Committee to explain the possibility of RASTA (Rhineland Area Silent Trails Association) contracting with Oneida County to take over the duties of grooming the cross-country ski trails. The Forestry Department would eliminate the full-time Forestry Worker Position and the winter LTE position (500 hours). RASTA will maintain their own worker's compensation and liability insurances.

Ownership of existing ski trail grooming equipment will be transferred to RASTA, but if the contract is terminated the equipment will be returned to Oneida County. RASTA will be responsible for all related costs. They will be granted use of the trail maintenance garage located at Perch Lake and the fueling station at the Oneida County Landfill.

They would also do outside contracts for garbage collection and lawn mowing services. This would be a total annual savings for the county of approximately \$38,946.

Motion by Paszak, second by Holewinski to approve the Forestry Department re-organization as presented. All ayes; motion carried.

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**RECLASSIFICATION OF FORESTRY MAINTENANCE TECHNICIAN TO FORESTRY LEADPERSON**

John Bilogan explained to the Committee that the Forestry Maintenance Technician would take on supervisory responsibilities for the LTE's and contractors hired by RASTA. He would be doing inspecting and scheduling that falls in line with the lead position.

There was discussion as to whether they could just assign duties that were similar in nature to the job description without doing a reclassification.

**RESOLUTION: FORESTRY MAINTENANCE TECHNICIAN TO FORESTRY LEAD**

Motion by Holewinski, second by Fried to deny reclassification of Forestry Maintenance Technician to Forestry Lead Person and keep wage as is. All nays; motion denied.

Motion by Holewinski, second by Fried to approve adding additional duties to Forestry Maintenance Technician job description and deny reclassification to Lead Person. Roll call vote taken with all voting in the affirmative; motion carried.

**RESOLUTION: CREATE COUNTY CONSERVATIONIST POSITION**

Motion by Holewinski, second by Pederson to approve the resolution to create a County Conservationist position that will not increase the tax levy more than \$2600. All ayes; motion carried.

**LETTER REGARDING DEPARTMENT COOPERATION FOR LAND & WATER CONSERVATION PLAN**

Motion by Holewinski, second by Pederson to approve the letter regarding the Land & Water Conservation Plan to be sent out. All ayes; motion carried.

**HEALTH INSURANCE FOR 2013**

Lisa Charbarneau reminded the Committee that Jack Young had presented information at our last meeting regarding annual exams and what Eau Claire County was doing regarding their health insurance rates.

Ted Cushing advised that this information should be presented to the department heads at their next meeting and brought back to the Committee in September.

**EXECUTIVE SESSION**

Motion by Holewinski, second by Pederson to adjourn into closed session pursuant to section 19.85(1) (c) & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) 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 Holewinski, second by Paszak to return to open session. Roll call vote taken with all voting in the affirmative; motion carried.

There were no motions announced in open session.

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**FAMILY COURT COMMISSIONER RE-ORGANIZATION**

Lisa Charbarneau informed the Committee that the Family Court Commissioner secretary had given her notice and was moving out of the area. Social Services have offered office space and volunteered one of their staff to take over the secretary's duties.

Motion by Fried, second by Pederson to approve training by the Family Court Commissioner secretary to her replacement. All ayes; motion carried.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

Lisa Charbarneau asked to attend the WCA annual conference in Lacrosse on September 24<sup>th</sup> & 25<sup>th</sup> and the County Mutual Representative Assembly.

Motion by Fried, second by Paszak to approve travel for Lisa Charbarneau and Carol Pederson to attend the WCA conference in Lacrosse on September 24<sup>th</sup> and 25<sup>th</sup>. All ayes; motion carried.

Motion by Holewinski, second by Paszak to approve attendance for Lisa Charbarneau and Carol Pederson to attend the County Mutual 2012 Annual WCMIC Representative Assembly on August 24<sup>th</sup>. All ayes; motion carried.

**FUTURE MEETING DATES**

August 22	9:00
September 12	9:00
September 26	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 11:53 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary