

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

October 31, 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: Carol Pederson, Billy Fried, Ted Cushing, and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: Sonny Paszak (excused)

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Charlie Evenhouse (Solid Waste); Marcus Neseemann (Northwoods River News)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Cushing to approve the minutes of October 11, 2012 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

SOLID WASTE SUPERVISOR VACANCY REVIEW

Lisa Charbarneau told the Committee Charlie had reviewed the staffing needs at the Landfill and felt they could reduce the Supervisor position from 100% to 80%.

Scott Holewinski said he had received some complaints about the department and they should do a time study and see if it can be better operated. We do need a backup person but we need to be more efficient. We need to come back with a report.

Charlie Evenhouse stated this was a hands-on supervisor and well needed position.

Motion by Holewinski, second by Cushing to hold over until next LRES meeting and Lisa Charbarneau will do a time study to re-evaluate. All ayes; motion carried

WAGE STUDY

Lisa Charbarneau asked the Committee how they wanted to proceed with the wage study as the Judge Colas issue was not stayed.

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Brian Desmond stated that the County would be paying for all positions to be evaluated and there is a possibility that unions would be reinstated and positions placed on the union wage scale.

Motion by Holewinski, second by Pederson to hold off on proceeding with the Carlson-Dettman wage study until clarification from Corporation Counsel. All ayes; motion carried.

HRA DESIGN & FUNDING FOR 2013

Lisa Charbarneau explained to the committee that the numbers were incorrect in the handout provided with the agenda on the proposed optional plan #1 and would be a .5% decrease instead of a 6.5% decrease. She explained that the single and family plans were being funded \$750 into the HRA and the employee + 1 plan was only being funded \$500.

Billy Fried stated that he thought the benefit package was not the norm for the area. He said we have the tools, our constituents want us to use these tools and we can to decide the funding of the HRA.

Margie Sorenson responded that we have added office co-pays and co-pays for prescription drugs and you can't just consider bottom line deductibles.

Scott Holewinski said they are asking to be fair, employee plus one is paying more.

Motion by Holewinski, second by Pederson to approve changing the employee plus one deductible to \$2000 and change funding of the HRA. All nays; motion fails.

Motion by Fried to adjust HRA contribution for single to \$500, Family to \$1000 – No second; motion fails.

EXECUTIVE SESSION

Motion by Holewinski, second by Fried 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: Negotiations, Leave of Absence & Personnel Matters) Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

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

There were no motions made during the above closed session.

FAMILY COURT COMMISSIONER OFFICE

This will be taken up at the next meeting.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Motion by Pederson, second by Fried to approve Lisa Charbarneau and Brian Desmond to attend a meeting on Friday, November 2nd with Phillips Borowski in Stevens Point. All ayes; motion carried.

FUTURE MEETING DATES

November 14 9:00 a.m.

November 28 9:00 a.m.

FUTURE AGENDA TOPICS

HRA Funding

Family Court Commissioner

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 10:35 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary