

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

**November 14, 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, Sonny Paszak and Scott Holewinski.

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Marcus Nesemann (Northwoods River News)

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Fried, second by Pederson to approve the minutes of October 17 and October 31, 2012 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **REGISTER OF DEEDS DEPUTY II VACANCY**

Lisa Charbarneau told the Committee they were going to table this item for the Register of Deeds Committee to review first.

## **HEALTH INSURANCE PLAN DESIGN**

Lisa Charbarneau provided the Committee with a benefit comparison for 2011 to 2012 for the health insurance. She explained that office co-pays had been implemented for office visits and chiropractic care along with raising the emergency room co-pay from \$50 to \$100. There was also an increase in co-pays for prescription drugs.

Brian Desmond told the Committee that because of the uncertainty of Act 10 it would not be wise to implement any insurance changes at this time.

The Committee just wanted to gather information and understand what we have as far as the health insurance plan.

### **SOLID WASTE EFFICIENCY UPDATE**

Lisa Charbarneau explained to the committee that at the last meeting they had directed her to do a time study at the Landfill. She explained that Charlie was on vacation so she did not have much data but was still working on it.

### **FLEXIBLE SPENDING/HRA PROVIDER**

Lisa Charbarneau reminded the Committee that at the last meeting they made a motion to change the HRA provider to EBC out of Madison. EBC was having a problem trying to accommodate the E+1 category and could not track it in the computer. She explained that either we had to change our HRA funding or go back to SSA as a provider.

Motion by Holewinski, second by Paszak to go back to the original provider, SSA, due to unforeseen issues. Fried opposed; Cushing, Paszak, Pederson and Holewinski all ayes; motion carried.

### **EXECUTIVE SESSION**

Motion by Holewinski, second by Pederson 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.

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

The following motion was made in the above closed session and announced in open session:

Motion by Pederson, second by Paszak to approve a leave of absence for a Department on Aging employee until November 28, 2012. All ayes; motion carried.

### **FAMILY COURT COMMISSIONER OFFICE**

This will be taken up at the next meeting.

### **SERVICE AWARDS**

Lisa Charbarneau suggested to the Committee that they do service awards with their Committee of Jurisdiction rather than at County Board.

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The consensus was to run the idea past the department heads at their next meeting and see how they feel about it.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

November 28            9:00 a.m.

December 12           9:00 a.m.

**FUTURE AGENDA TOPICS**

ROD Deputy II Vacancy

Family Court Commissioner

Solid Waste Efficiency Report

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

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

Meeting adjourned at 10:20 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary