

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

May 14, 2013

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the County Board 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); Margie Sorenson (Finance); Mary Bartelt (County Clerk); Brenda Behrle (Clerk of Courts); Kris Ostermann (Treasurer); LuAnn Brunette (Buildings & Grounds); Grady Hartman, Dan Huettl (Sheriff Dept.); Anne Foster (Social Services); Randy Ingram (WPPA); Candy Sorenson (Supervisor); Mark Nesemann (Northwood's River News)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Fried, second by Pederson to approve the minutes of April 24, 2013 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

EXECUTIVE SESSION

Motion by Holewinski, second by Paszak 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: Personnel Matters, Negotiations)

Roll call vote taken with all voting in the affirmative. Motion carried.

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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.

ELECTED OFFICIALS COMPENSATION

Margie Sorenson presented the Committee with the calculations the County had paid for WRS contributions on behalf of the elected officials. The Court of Appeals reversed the decision and according to correspondence from Phillipsborowski, once it is published counties may begin to withhold the mandatory employee share of WRS contributions. She suggested that the committee begin withholding on the date of publication.

Sorenson also stated they should consult with the Employee Trust Funds as to whether there are any requirements for the county to recover the WRS contributions retroactively.

Motion by Fried, second by Pederson to take recommendation of Finance Manager as presented and start withholding WRS contributions upon publication. All ayes; motion carried.

BUILDINGS & GROUNDS MAINTENANCE TECHNICIAN POSITIONS.

Lisa Charbarneau informed the committee that the current electronics maintenance technician will be taking the new radio technician position at the Sheriff's Department and Buildings & Grounds would like to revamp their maintenance technician positions.

LuAnn Brunette told the committee that currently the electronic maintenance technician is at a higher grade level than the other maintenance technicians. They would like to bring the electronic maintenance technician down a grade level to a maintenance technician electrician and bring up an assistant maintenance technician to a maintenance technician plumber. That would put them all on the same level leaving the department with one assistant maintenance technician and that job is about 50% cleaning so there will be no changes to that position.

Motion by Holewinski, second by Pederson to approve the revised and proposed Buildings & Grounds organizational chart as presented. All ayes; motion carried.

VACANCY REVIEW APPEAL: MAINTENANCE TECHNICIAN-ELECTRICAL

Motion by Holewinski, second by Paszak to waive the 6-month vacancy review for the maintenance technician-electrical. All ayes; motion carried.

RESOLUTION; BUILDINGS & GROUNDS MAINTENANCE TECHNICIAN POSITIONS

Motion by Holewinski, second by Fried to approve the resolution for the maintenance technician positions and forward to County Board for their approval. All ayes; motion carried.

RESOLUTION: 2013 WAGE INCREASES

Chairman Cushing announced that this agenda item would be tabled for another meeting.

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MEMORIAL DAY COMPENSATION

Lisa Charbarneau explained to the committee that any qualified veteran shall be given a leave of absence with pay on Memorial Day. Some employees have to work that day and it had been suggested that they be able to take another day off.

Sorenson stated that was a state law.

Motion by Paszak, second by Fried to leave the policy as it is which is according to the law. All ayes; motion carried.

WAGE STUDY

Charbarneau provided the committee with a copy of the Carlson Dettmann Consulting agreement for a wage study. She had talked to Charlie Carlson and the study would include benefits and wages from both the public and private sectors. They would also give the county a \$5000 discount if she would assist them bringing the cost down to \$32,500.

Motion by Holewinski, second by Pederson to approve the agreement with Carlson Dettmann Consulting and forward to County Board for funding. All ayes; motion carried.

AFFORDABLE CARE ACT IMPLEMENTATION TEAM

Charbarneau told the committee that the implementation of the Affordable Care Act was going to be a challenge. There will be tracking of employee's hours, when eligible, what to offer, etc.

Consensus was to have a team comprised of the human resources director, corporation counsel and finance director. Billy Fried also volunteered to sit on the committee.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

May 22	9:00 a.m. – Cancel
May 29	9:00 a.m.
June 12	9:00 a.m.
June 26	9:00 a.m.

FUTURE AGENDA TOPICS

Compensation Study

PUBLIC COMMENTS

None

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ADJOURNMENT

Motion by Fried, second by Pederson to adjourn. All ayes; motion carried.

Meeting adjourned at 11:00 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary