

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

August 28, 2013

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, Ted Cushing, Sonny Paszak and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: Billy Fried (excused)

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Grady Hartman (Sheriff Dept.); Mary Bartelt (County Clerk); Jonathan Anderson (Lakeland Times); Patrick Glynn (Carlson Dettmann); Martha Merrill (AFSME 40); Candy Sorenson, Bob Mott, Bob Martini (Supervisors)

APPROVE AMENDED AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Paszak to approve the minutes of August 07, 2013 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.

CORRECTION OFFICER VACANCY REVIEW

Sheriff Grady Hartman came before the Committee to request filling two more openings for correction officers. He stated they are currently three people short. They have already approved filling one position and now there are two more positions open.

Motion by Paszak, second by Pederson to approve filling the two vacant positions. All ayes; motion carried.

TELECOMMUNICATOR VACANCY REVIEW

Sheriff Hartman explained that a dispatcher decided not to return to work after being on Family Medical Leave.

Lisa Charbarneau reminded the Committee that this position was normally an 8 week vacancy review.

August 28, 2013

Page 2

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

DEPUTY CLERK I/ELECTION SPECIALIST INCREASE TO FULL-TIME

Mary Bartelt told the Committee that since 2010 when she was appointed County Clerk the Deputy Clerk I position was reduced to 50%. In 2012 the position was increased to 80% due to increased workload from elections. She has to come back every year to review the percentage. Due to overload with SVRS she is asking to increase the position to 100%.

Motion by Pederson, second by Paszak to approve moving the position to 100% as presented. All ayes; motion carried.

2014 LABOR RELATIONS/EMPLOYEE SERVICES BUDGET

Lisa Charbarneau presented the 2014 LRES budget with an increase for conducting background checks on new hires and a reduction in department head training. The consensus was to reduce the training line item to \$600.

Motion by Paszak, second by Pederson to approve the 2014 LRES budget as amended. All ayes; motion carried.

LIMITED TERM EMPLOYEE WAGE SCHEDULE

Lisa Charbarneau provided the Committee with an updated wage schedule as some positions were missing from the previous list.

Motion by Holewinski, second by Paszak to approve the LTE wage schedule as presented. All ayes; motion carried.

EXECUTIVE SESSION

Motion by Holewinski, second by Pederson to adjourn into closed session pursuant to section 19.85(1) (e) & (g), Wis Stats., to: (1) consider 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. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats; 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: 2014 Wages and Benefits)

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

Discussion held in closed session.

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

The follow motion was announced in open session:

August 28, 2013

Page 3

Motion by Holewinski, second by Paszak to approve the proposed health plan renewal and bring contract with current provider back for next meeting. Roll call vote taken with all voting in the affirmative; motion carried.

COMPENSATION STUDY

Patrick Glynn stated the next step in the study was to select comparable counties. The counties were selected based on economy, equalized value per capita and population. The level of compensation was not a factor. He provided the Committee with a map of highlighted counties that included surrounding counties and others that shared similarities with Oneida County.

Motion by Paszak, second by Holewinski to include all highlighted counties in compensation study. All ayes; motion carried.

AFFORDABLE HEALTH CARE ACT UPDATE

Margie Sorenson informed the Committee that the payroll company has a separate menu with seven different reports. She said they are provided some tools for getting into the act.

ACT 10 UPDATE

Charbarneau, Pederson and Cushing attended an ACT10 meeting on Monday in Stevens Point. Charbarneau stated that some counties contracts were just expiring. One of the biggest things was that for our last grievance we could not use Corporation Counsel because they had to advise our Board. Some counties are using mutual counties Corporation Counsel and that could save us a lot.

Cushing commented that some counties are charging a fee for grievance and if you lose you pay the county's attorney. There was also discussion about Administration Manuals for supervisors.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Lisa Charbarneau requested to send the Employee Services Assistant to some training in Wausau.

Motion by Holewinski, second by Pederson to approve the out-of-county travel as presented. All ayes; motion carried.

FUTURE MEETING DATES

September 11	9:00 a.m.
September 25	9:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act
Renewal of Health Plan

PUBLIC COMMENTS

None

August 28, 2013

Page 4

ADJOURNMENT

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

Meeting adjourned at 11:35 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary