

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

**October 01, 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, Billy Fried, Ted Cushing, Sonny Paszak and Scott Holewinski.

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Paul Spencer (Social Services); Karl Jennrich (Planning & Zoning); Kris Ostermann (Treasurer); Judge Bloom (Branch II); Michael Schiek, Bonnie Wilcox (District Attorney); Freeman Bennett (Highway); Candy Sorenson, Bob Martini, Bob Mott, (Supervisors); Patrick Glynn (Carlson & Dettmann); Jonathan Anderson (Lakeland Times); Dick Bartelt, Dennis O'Brien (Citizens)

## **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 Pederson to approve the minutes of September 11, 2013 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **2014 STAFFING REQUESTS:**

### **PUBLIC WORKS**

Freeman Bennett requested 4 LTE's for the summer months for mowing grass, flagging, patching and tree clean up. He also requested 8 part-time LTE snowplow drivers to be used as backup only. They would be paid \$25/hour and would not exceed 160 hours.

Motion by Paszak, second by Holewinski to approve 4 LTE's for 2014 summer months. All ayes; motion carried.

Motion by Paszak, second by Pederson to approve 8 part-time LTE snowplow drivers as presented. All ayes; motion carried.

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### **SOLID WASTE**

Bennett requested 4 LTE McNaughton inmates for the sort line and transfer station at the Solid Waste department. They are paid \$7.25/hour and these positions are paid for by fees charged by the department. He also requested 3 LTE scale operators at \$14/hour. These are generally college students and they rotate hours to provide flexibility for their schooling. The last request was for 2 Yard/Bailer LTE employees. They bail recyclables, make compost and assist the public with unloading.

Motion by Paszak, second by Holewinski to approve the 4 LTE McNaughton inmates as presented. All ayes; motion carried.

Motion by Paszak, second by Holewinski to approve the 3 LTE scale operators as presented. All ayes; motion carried.

Motion by Pederson, second by Fried to approve 2 LTE Yard/Bailer positions as presented. All ayes; motion carried.

### **DISTRICT ATTORNEY**

Lisa Charbarneau explained to the Committee that there has to be a motion to reconsider the requests as they had been acted upon at the last meeting.

Motion by Pederson, second by Paszak to reconsider the District Attorney's staffing request. All ayes; motion carried.

District Attorney Mike Schiek asked the Committee to reconsider their decision to cut the Summer Intern. This program has been around since 1984. This program works thru Madison Law School and they provide a \$2500 match with the County. Last year Noel Lawrence did not qualify for the program and she was to receive only \$2500. There was an error and we went over budget and he assured the Committee that it would be held to \$2500.

Motion by Fried, second by Paszak to approve staffing request for the Summer Intern not to exceed total cost of \$2500. All ayes; motion carried.

### **COUNTY CLERK**

Lisa Charbarneau explained to the Committee that Mary Bartelt was out of the office and unable to attend the meeting.

Motion by Holewinski, second by Pederson to reconsider the County Clerk's staffing request at the next meeting. All ayes; motion carried.

### **SOCIAL WORKER VACANCY REVIEW**

Paul Spencer informed the Committee that he lost another social worker. There is no waiting period on this position. It is funded by county tax levy, state and federal funds.

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Motion by Holewinski, second by Pederson to approve the certified social worker position as presented. All ayes; motion carried.

### **SOCIAL SERVICES CHILD SUPPORT DIVISION REORGANIZATION**

Lisa Charbarneau explained to the Committee that due to a long-term employee retirement she did a study of efficiencies that could be created in the Child Support Division. She gave two recommendations to the Social Services Committee and they selected Option A which was to eliminate the Secretary I position and create a Child Support Specialist position.

Paul Spencer said this was the best way to go into the future. By having 3 child support workers their caseloads would be more standard. The secretarial duties have been reassigned to others.

Brian Desmond announced that next year they will have cause hearings every week instead of every other week so this will add to the workload.

Motion by Holewinski, second by Pederson to approve the Child Support Division reorganization as presented and forward to County Board for approval. All ayes; motion carried.

### **EXECUTIVE SESSION**

Motion by Holewinski, second by Fried to adjourn into closed session pursuant to section 19.85(1) (e), 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. (Topics: Compensation Study related to Social Worker and Non-Sworn unions)

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.

There was no action taken in the above closed session.

### **COMPENSATION STUDY**

Patrick Glynn from Carlson Dettmann reported that they are asking for the ability to look closer at the market for professional positions and above. There are red circles that don't jive with what we think it should be. We are asking to look at this with a fresh set of eyeballs. We are still on schedule. We will provide recommendation on wage schedule.

Dennis O'Brien asked the Committee to stop being concerned at level of department heads. It is important morale remains high. Have a review process where the employee can come in and question the process. Take time to review this before County Board takes action. Morale is an important factor.

The consensus was to wait for the results and discuss at the next meeting.

### **2014 WAGE AND HEALTH INSURANCE BUDGET RECOMMENDATION**

Charbarneau said we need a number for the Administration Committee for budget. We were able to lock in a 0% increase for health insurance. Other changes to the health plan could be to eliminate out-of-network benefits and go to an HMO plan which would save about 3%. We could add \$100 copay for MRI's that would save .5%. Savings could also come from increasing deductibles. Also, if active employee's spouse has option for insurance they would have to take it and remove them from our health insurance. These savings could offset possible increases in the wage study.

Motion by Paszak, second by Pederson to recommend to the Administration Committee the combination of health insurance and the wage study will not exceed 0%. All ayes; motion carried.

### **EMPLOYEE HANDBOOK**

#### **Health Benefits at Retirement:**

Lisa Charbarneau asked the Committee to consider a proposal that would require any new retirees to use whatever insurance coverage the county offers to employees during retirement. There was discussion about grandfathering 18 employees whom would be affected by this change.

Billy Fried suggested that the county might want to consider a pre-selected value for health insurance. This is a big liability for the county. We need to control costs. It is a tough balance.

Charbarneau stated that we do need to decide if we are going to grandfather those 18 people at our current plan design. We need to tell them ASAP.

Scott Holewinski was in favor of the grandfathering as he felt it was a savings to the county to have the experienced people stay as they would still be on the health plan on top of costs for new employees.

This will be brought back at the next meeting.

### **FAMILY MEDICAL LEAVE POLICY UPDATE**

Lisa Charbarneau presented updated request forms to the Committee. She said they needed to discuss the ability to recoup the cost of medical premiums if someone did not return from their Family Medical Leave. The other issue is this: the state of Wisconsin mandates that it has to be a calendar year and the federal can be a rotating calendar year. We can run them concurrently so they never exceed that 12 weeks of medical leave. It would update everything so we are in compliance with the law and we can recoup expenses.

Motion by Holewinski, second by Paszak to adopt the request for Leave of Absence under the Family & Medical Leave Act as presented and enforce collection of expenses. All ayes; motion carried.

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**AFFORDABLE CARE ACT**

Margie Sorenson said as of this morning it is still the law and it is still funded.

Billy Fried asked if Sorenson would bring back numbers regarding if the county got rid of their health insurance coverage, what the savings would be. He would be curious to see the numbers.

**WELLNESS/HEALTH UPDATES**

Linda Herrmann informed the committee that Health Enhancement was starting a fall fitness challenge from October 14<sup>th</sup> to November 11<sup>th</sup>. The participants keep track of their exercise minutes and for every 100 minutes per week get their name put in for a chance to win one of 3 \$50 Visa cards donated by Group Health Trust.

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

October 28	9:00 a.m.
November 13	9:00 a.m.
November 27	9:00 a.m.

**FUTURE AGENDA TOPICS**

Affordable Health Care Act  
Two-Year Rate for Health Insurance  
Retirement Language  
Current Plan /Dollar Value

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Paszak, second by Pederson to adjourn. All ayes; motion carried.  
Meeting adjourned at 11:35 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary