

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

January 07, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 1:00 p.m. in Committee Room #2 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); Sheriff Grady Hartman (Sheriff Dept.); Charlie Carlson, Per phone Patrick Glynn (Carlson & Dettmann); Ken Krall, Bill Freudenberg (Citizens); Jonathon Anderson (Lakeland Times)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Fried to approve the minutes of December 19, 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.

COMPENSATION STUDY

Lisa Charbarneau told the Committee that where they had left off last time they were stuck on this exempt non-exempt status for those four different types of positions: social workers, nurses, IT folks and the position in the Land Information office. Charlie and Patrick were going to go back and look again at the options for some of those positions in Public Health that didn't fall under regular categories for exempt status. Linda Conlon would like those positions to remain together if they could.

Carlson stated that their objective today is to try to bring a pay plan out of Committee affirmatively to present to the County Board later this month for discussion matter and then bring it back for adoption in February. He stated the easiest way to do this was to go through the study items Lisa had laid out.

Carlson explained that there were two separate wage schedules for Exempt and Non-exempt. The Exempt allows for a maximum of 120% of control point versus the Non-exempt which is 112.5%. There is more earning potential but there is more risk.

Carlson suggested putting on the bottom of the pay plans that all pay steps require performance that at least meets expectations on all facets of review.

Carlson stated there is a number that really matters to us compensation folks that isn't typically talked about in the public sector but the private sector all the time. It is called a compo ratio. It is a relationship between what individuals are paid and the control point of their pay grade. If we accept the concept that the control point is intended to be a measure of the market. What the compo ratio then tells you is what you are paying relative to the marketplace.

Ted Cushing stated that sustainability was the key to the whole issue. Charlie Carlson stated that there were three zones; meeting expectations up to the control point, then exceeding expectations and then substantially exceeding expectations for the exempt group.

The committee agreed that the policy for step increases below the control point you would have to meet all expectations. Above the control point you have to exceed expectations and the step would be every two years.

Carlson stated the next issue was whether to have the positions of social workers, nurses, one position in Land Information and 3 positions in IT exempt or non-exempt status. The consensus of the committee was to have them be exempt status. The next question is should they be eligible for straight time overtime after 37.5 hours. The Committee agreed they should be eligible.

Lisa Charbarneau explained that the next item on the list was performance evaluations for department heads and her recommendation would be to leave it like it is with the Committee of Jurisdiction Chair, County Board Chair and HR Director doing the evaluations. Supervisors would be evaluated by their department head and then reviewed by the HR Director. Staff evaluations would be completed by Supervisors and reviewed by Department Heads and all performance evaluations would be turned into the LRES Office.

The next item for the Committee to consider is the implementation options. Sorenson explained that the amount of money available is \$97,136 for implementation. The consensus of the Committee was to go with Option 3 to place employees on the plan 1/1, for employees less than minimum the event date is changed to 1/1, 15 cents added to plan for employee below control point and would receive less than 15 cents, step increase for others on event date. The Committee will bring a resolution to County Board in January to freeze all county wages until a decision is made regarding the compensation study.

Charbarneau explained the next item for discussion was the appeal process. Issues not appealable are the comparables and the implementation of the plan. Charlie Carlson suggested that the structure of the plan itself should not be appealable. Patrick Glynn added that the weighting of any data, their interpretation of data, should not be appealable.

The decision was to have appeals submitted to Charbarneau, reviewed by Carlson Dettman with a recommendation to the LRES Committee with final decision of appeal by the LRES Committee.

The next item on the list was for Extra Pay for equipment operator for special work projects. Holewinski stated that they expect all equipment operators to drive all the equipment. The committee agreed to forego the Extra Pay for equipment operators.

Pager Call Pay was discussed next for Social Workers, ITS and Maintenance Technicians. The consensus was to leave it as it is allowing pager call pay.

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Lisa Charbarneau explained that she would like to review and recommend title changes to the LRES Committee so there will not be so many categories on the pay plan. The Committee was in agreement with this.

The last item for discussion was health insurance for the future. The Committee agreed that the employee/employer split all future health insurance increases until employee portion is equal to 20% of total premium.

FUTURE MEETING DATES

January 15	1:00 p.m.
February 12	9:00 a.m.
February 26	9:00 a.m.

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Holewinski, second by Cushing to adjourn. All ayes; motion carried.
Meeting adjourned at 3:46 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary