

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 26, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 10:00 a.m. in 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 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.); Mary Gadzalinski (Social Services); Karl Jennrich (Planning & Zoning); Michael Schiek, Bonnie Wilcox (District Attorney); LuAnn Brunette (Buildings & Grounds); Bob Martini (Supervisor); Jonathan Anderson (Lakeland Times); Bill Treder, Alex Young (Citizens)

APPROVE AGENDA/MINUTES

Motion by Fried, 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 February 12th as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

FINANCIAL SERVICES SUPERVISOR VACANCY REVIEW APPEAL

Lisa Charbarneau explained to the Committee that this is the position that is now vacant in Social Services as Mary Rideout has been appointed as the director. This position was second in command and the lead will be assigned to someone else in the unit. The position will be financial services supervisor and will go back in the group with the other supervisors so it will be less salary than what Mary was making when she had the position. The position she assigns the lead will get the lead pay for assuming those extra duties.

Motion by Holewinski, second by Pederson to approve filling the Financial Services Supervisor position as presented and waive the 6-month vacancy review. All ayes; motion carried.

CHIEF DEPUTY VACANCY REVIEW

Sheriff Grady Hartman told the committee this was a standard request as Chief Deputy Sweeney was retiring after 29 plus years of service. He remarked they would like to start the hiring process as soon as they can. It will still be a 6-week process.

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Motion by Holewinski, second by Fried to approve filling the Chief Deputy position as presented. All ayes; motion carried.

CORRECTION OFFICER VACANCY REVIEW

Sheriff Hartman reported that this was another standard vacancy as an employee left to take a job down south. He stated they were currently doing a new recruitment for corrections officers as they have two other vacancies as well.

Motion by Holewinski, second by Pederson to approve filling the Corrections Officer vacancy as presented. All ayes; motion carried.

PLANNING & ZONING SECRETARY III VACANCY REVIEW APPEAL

Karl Jennrich explained that the secretary III position had been vacant for a month and he was holding off on that position because of the possibility of consolidation with the Land & Water Conservation department. He stated it was his understanding that there would be no consolidation of the two departments. Jennrich also stated that they have been consistently making cuts in the department. This position does take minutes for the Board of Adjustment and is the backbone for their maintenance program for private sewage.

Motion by Pederson, second by Fried to approve filling the secretary III position and waive the 6-month waiting period. All ayes; motion carried.

BUILDINGS & GROUNDS WAGE COMPRESSION

Lisa Charbarneau explained that when they talked about the wage compression issues at the Sheriff's Department she talked about the fact that there could be some others within the organization and it happens that that is the case in Buildings & Grounds between the assistant facilities director and their maintenance technician. It is due not only to salary but the hourly positions carry a beeper and receive pager pay which is split between two people right now. Whoever carries that tends to get some overtime and some premium pay as they get called into the Sheriff's Department which is 24/7 and so that inches that maintenance technician's wages very close to the assistant facilities director's wages.

She stated that if you change the assistant facilities director wages to 2080 like you did for the Sheriff's Department than that wage is on top of the Facilities Director's wages and that creates that internal compression issue.

Billy Fried asked to see the specific numbers of this change. Several other committee members agreed they would like to see the numbers so it will be brought back at the next meeting.

PERFORMANCE MANAGEMENT

Lisa Charbarneau reminded the Committee that the amendment to the resolution at County Board was to create a review evaluation committee made up of hourly and salary employees. She asked if they wanted her to chair that project or did they want to hire Charlie Carlson to do it as he had given them a price of \$10,000 to come in and do the performance management tool along with an additional \$1400 per day to do the training. She remarked that she could do it and it would not cost any extra for her to do it.

Ted Cushing said the first step was to get a committee into place. Once the committee is in place you determine when you will hold the meetings.

Motion by Fried, second by Holewinski to instruct the human resources director to put together a policy and structure that would be used for an evaluation appeal or review. All ayes; motion carried.

COMPENSATION PLAN

Billy Fried said that he had calls of concern about the compensation plan from employees and he told them they had to go through the appeal process. There is an impression by some that others did not wait to appeal and got placed differently. There is confusion about employees having the same title and being placed differently on the wage scale. He said his bigger concern was the wage freeze from January 21st to March 1st. There were some people that were entitled to steps and it is always hard to know where to draw the line. He stated they threw some money at some capital projects out of their budget and he would much rather throw some money to help with this transition, the emotional part of the transition. He believes it is money well spent in a circumstance where it is unique. He stated he would like to see numbers. He believes they should be heard.

Bob Martini stated that some employees didn't know they were allowed to comment to their department heads. Some were too intimidated. Now is the time to see that that is rectified. It would be really important now with this committee being formed to make sure the employees know that comments are being entertained.

Charbarneau reminded the Committee that they wanted to deal with some of these things before we took the plan to the Board and that we wouldn't have all these issues that were unresolved. One of those was the compression issue with the sheriff's department. We had issues with exempt and non-exempt. We took care of a lot of those issues. She explained that she has been meeting with groups of employees regarding the appeal process and telling them we want to hear their comments.

Charbarneau stated she would send a follow-up letter to department heads and have them post it to their staff that we are welcoming and encouraging comments and put a deadline on it. She also stated she would let them know that the deadline for the appeals will be extended by a week.

COMPENSATION IN LIEU OF INSURANCE

Billy Fried explained that compensation in lieu of insurance is something that the schools and even at the town level do for employees that don't take the benefit package. They may get an annuity or something in lieu of taking the health insurance. It never seems to meet the level of the cost to the school or town for the benefit package. There are different creative ways out there to do it. He suggested that Lisa Charbarneau come back with what the schools and other counties might be doing.

Charbarneau explained that when she talked to Kim Hurtz about this and to others at a recent meeting that you can sometimes end up having what they call adverse selection and you end up with only people who really need insurance; the people with the claims on your plan and that drives your claims up and then your premiums up.

Fried asked to have Charbarneau bring back some numbers before the next budget cycle.

EMPLOYEE SUGGESTIONS

Ted Cushing asked to have this discussion at the next department head meeting to get some ideas.

WELLNESS/HEALTH UPDATES

Linda Herrmann reported the results of the exercise room survey to the Committee. There were suggestions for another treadmill, elliptical, climber, spin bike and a leg press. Other suggestions were fans, brighter paint to brighten up the room, sanitizing wipes, more lockers and power strips in the women's locker room and bins for exercise bands and jump ropes.

Billy Fried remarked that we should look into some equipment that MHLT was selling.

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

March 11	1:00 p.m.
March 26	9:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act
Discussion on "in lieu of insurance"
Employee Suggestions
District Attorney Vacancy

PUBLIC COMMENTS

Alex Young introduced himself to the Committee as he is going to be running for County Board.

ADJOURNMENT

Motion by Pederson, second by Cushing to adjourn. All ayes; motion carried.
Meeting adjourned at 11:30 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary