

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

**April 23, 2014**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 9:00 a.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:** Ted Cushing – Chairman, Carol Pederson, Billy Fried, and Dave Hintz.

**LRES COMMITTEE MEMBERS ABSENT:** Sonny Paszak (excused)

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond, Thomas Wiensch (Corporation Counsel); Sheriff Grady Hartman, Ken Kortenhof, Jill Butzlaff, Karen Snyder, Judy Wolfe, Nicole Lea, Mary Goldner, Corrine Metzger (Sheriff Dept.); Lynn Grube, Vicki Gehrig (ITS); Mike Romportl, Randy Boehlert (Land Information); Mary Bartelt, Melodie Gauthier, Mike Bess (County Clerk ); Patrick Glynn (Carlson/Dettmann); Scott Holewinski, Bill Freudenberg (Supervisors)

## **APPROVE AGENDA**

Motion by Pederson, second by Hintz 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 2, 2014 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **ELECT VICE CHAIR OF LRES COMMITTEE**

Motion by Cushing, second by Hintz to nominate Billy Fried for vice chair. All ayes; motion carried.

## **CARLSON DETTMANN COMPENSATION STUDY APPEALS**

Patrick Glynn explained that job classification systems and market factors are what the study was based on. Everything they have done is based on an analysis. Ultimately as the elected body you have the decision making capability to do whatever you please, but their responsibility ends at their recommendations.

Hintz asked if education levels were looked at with possible changes with the times. Glynn stated they considered what level it would take to fill those positions in the future. Fried commented that they wanted to hear the concerns of the employees. They may not be able to change things, but they are willing to listen.

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**EXECUTIVE SESSION**

Motion by Hintz, second by Pederson to adjourn into closed session pursuant to section 19.85 (1) (c) for the purposes of considering employment, promotion, compensation or performance evaluation data of any public employee and section 19.85 (1) (f) for purposes of considering financial, medical, social or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems for 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. Topics: Carlson Dettmann Employee Appeals and Leave of Absence Request.

All members present voting ‘Aye’ on roll call vote. Motion carried.

Discussion held in closed session.

Motion by Pederson, second by Hintz to return to open session. All members present voting ‘Aye’ on roll call vote. Motion carried.

The following motions were made during the above closed session and announced in open session:

Motion by Cushing, second by Pederson to deny the Computer Technician appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Fried, second by Hintz to deny the E911 appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Fried, second by Pederson to deny the Assistant Corporation Counsel appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Fried, second by Hintz to deny the Sheriff Department Finance Technician appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Fried, second by Hintz to deny the Highway Secretary appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Hintz, second by Pederson to deny the Property Mapping/GIS Technician appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Hintz, second by Pederson to approve the Forestry Director appeal request to move position to Grade Level N. All members present voting ‘Aye’ on roll call vote. Motion carried.

Motion by Fried, second by Pederson to deny the Deputy County Clerk II appeal request and uphold Carlson Dettmann decision placement. All members present voting ‘Aye’ on roll call vote. Motion carried.

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Motion by Fried, second by Pederson to approve recommendation per Carlson Dettmann of specified appeals with exception of creating Tier T. All members present voting 'Aye' on roll call vote. Motion carried.

Motion by Fried, second by Pederson to deny the Deputy County Clerk I appeal request and uphold Carlson Dettmann decision placement. All members present voting 'Aye' on roll call vote. Motion carried.

Motion by Fried, second by Pederson to approve Leave of Absence request as discussed and reviewed every 30 days. All members present voting 'Aye' on roll call vote. Motion carried.

**EMPLOYEE SERVICES ASSISTANT VACANCY REVIEW APPEAL**

Motion by Fried, second by Hintz to waive the vacancy review for the Employee Services Assistant. All ayes, motion carried.

**OUT-OF-COUNTY TRAVEL**

Lisa Charbarneau asked for the Committee's approval for her and Carol Pederson to attend the district WCA meeting. Charbarneau also requested to attend the WACPD Spring Conference on May 29<sup>th</sup> and 30<sup>th</sup>.

Motion by Hintz, second by Fried to approve Charbarneau and Pederson's attendance at the district WCA meeting. All ayes; motion carried.

Motion by Pederson, second by Hintz to approve Charbarneau's attendance at the WACPD Spring Conference. All ayes; motion carried.

**FUTURE MEETING DATES**

May 13, 2014 at 9:00 a.m.

May 28, 2014 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

Health Insurance

Retirement

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

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

Meeting adjourned at 1:47 p.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary