

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

July 09, 2014

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, Sonny Paszak, Dave Hintz and Ted Cushing.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Tim Brown (UW Extension); LuAnn Brunette (Buildings & Grounds); Sheriff Grady Hartman (Sheriff Dept.); Tom Rudolph, Robb Jensen, Bob Mott (Supervisors)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Hintz, second by Fried to approve the minutes of June 11, 2014 as presented. All ayes; motion carried.

VOUCHERS, REPORTS & BILLS

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

FAMILY LIVING AGENT VACANCY REVIEW APPEAL

Lisa Charbarneau informed the Committee that Erica Brewster was leaving and taking a job with the library system.

Tim Brown provided the Committee with an outline that the Family Living Agent focuses on. There are four categories of work including: family health and well-being; family financial stability; parenting and family strengthening; community leadership, planning and partnerships. He gave an overview on the programs in these four categories. He also stated that this position will fill the role of department head that is currently being split by him and Lynn Feldman on an interim basis.

Bill Fried expressed his concern regarding duplication of services by other departments. He stated he has never seen numbers regarding how many youth have been in the programs. The concern is the money that is being expended into this a value to our county. Is it a duplication of what is being done, does it just reach a small region in our county or is it going to all four corners.

Brown stated this is something they keep track of and they are making an effort to reach out to contacts in Minocqua, Three Lakes and Woodruff.

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Fried asked if they needed to keep this position in order to get the funding from the state.

Brown stated that if they chose to leave this position vacant the funding would go away.

Motion by Paszak, second by Hintz to approve filling the Family Living Agent vacancy pending approval of the UW Extension contract. All ayes; motion carried.

UW EXTENSION AGENT CONTRACTS

Charbarneau presented the Committee with the addendum to the contract for wages that the County is responsible for from July 1, 2014 thru June 30, 2015.

Dave Hintz reported that he met with Tom Schmidt from the State and that he recognizes the challenges we are trying to overcome and is very willing to work with us.

Fried requested a brief outline of Brown and Feldman's roles and their responsibilities.

Brown stated they will be doing a monthly newsletter that provides both numbers and anecdotes of the work they are doing out in the community to help the county have a better understanding of what they are providing.

Fried remarked that he felt they needed to be shown things to move forward. There should be specific goals and we should be provided some numbers of what services have been provided to the county.

Motion by Hintz, second by Paszak to approve the contract with the UW Extension as presented. Roll call vote with Paszak, Pederson, Hintz and Cushing all voting aye and Fried voting nay; motion carried.

UW EXTENSION ADMINISTRATIVE SUPPORT UPDATE

Charbarneau told the Committee that we currently have ads out for the two 80% positions. Applications are due on Wednesday, July 16th.

DETECTIVE SERGEANT VACANCY REVIEW APPEAL

Sheriff Hartman stated this vacancy was from Dave Kroll's retirement and they are looking to fill from within and then filling the resulting deputy position.

Motion by Fried, second by Paszak to approve filling the Detective Sergeant vacancy as discussed. Roll call vote with all voting aye; motion carried.

EXECUTIVE SESSION

Motion by Hintz, second by Pederson to adjourn into closed session pursuant to section 19.85 (1) (c) & (f) for: (1) purposes of considering employment, promotion, compensation or performance evaluation data of any public employee and, (2) Considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. (Topics: Community Health Specialist starting wage, Buildings & Grounds staff disciplinary matter and Corporation Counsel Staff leave).

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

Discussion held in closed session.

There were no motions made in the above closed session.

MAINTENANCE TECH VACANCY REVIEW APPEAL

LuAnn Brunette brought her two vacancies to the Committee for approval. There was discussion regarding the pager pay and how it should be divided.

Motion by Cushing, second by Pederson to approve filling both Maintenance Technician positions. All ayes; motion carried.

CARLSON DETTMANN IMPLEMENTATION ISSUES

Charbarneau told the Committee there are still a couple of items sitting out with the Carlson Dettmann pay plan. She feels they should be dealt with during performance evaluations. The consensus of the Committee was to handle them through the performance evaluations.

COMPENSATION IN LIEU OF HEALTH INSURANCE

Charbarneau explained that Fried had asked to have this put on the agenda. She stated she did talk with Kim Hurtz at Group Health Trust about how many counties offer this. Kim said about 30% of the school districts do offer this. It is also a wide range from a flat \$300/month to the equivalent of a single plan. She also stated that she believes it is a by-product of the old union contracts that were in place. It was something that the bargaining groups had in the past and in order to get through Act 10 they were left in and continued to pay those amounts. Charbarneau stated the city pays \$200/month to their employees who don't take their health insurance. She told the Committee to keep in mind that we could end up with some adverse selection where we end up losing the healthy people on your plan and you don't have those premiums coming in and it can have a relationship in determining the premiums going forward.

2015 STAFFING REQUESTS PROCEDURE

Charbarneau reminded the Committee that in the past they have looked at all staffing requests and asked if they wanted to continue doing that or take the reoccurring ones out. She also asked how they felt about taking reclassifications after just having a wage study done.

The consensus was to have Charbarneau do a report of the requests and to wait another year to take any reclasses.

PERFORMANCE EVALUATION SYSTEM UPDATE

Charbarneau reported that they have one more meeting to finalize the documents and then they will go out for staff review and comments and from there to County Board in August.

FUTURE MEETING DATES

July 23, 2014 at 9:00 a.m.

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

August 27, 2014 at 9:00 a.m.

FUTURE AGENDA TOPICS

In Lieu of Insurance

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PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Hintz second by Paszak to adjourn. All ayes; motion carried.
Meeting adjourned at 11:25 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary