

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
May 11, 2015

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 1:00 p.m. in the 1st Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting was properly posted in accordance with the Wisconsin Open Meeting Law and meets the Americans with Disabilities Act. Chairman Cushing notes portion of the closed session on working conditions will not be discussed at today's meeting.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried, Dave Hintz, Carol Pederson, Sonny Paszak

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Freeman Bennett (Highway); Margie Sorenson (Finance); Sherri Congleton and Dan Hess (Sheriff's Office); Jenni Lueneburg (secretary)

APPROVE AGENDA AND CHAIRMAN'S ANNOUNCEMENTS

Motion by Fried to approve agenda with changes noted by Chairman. Second by Paszak. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes of the April 28, 2015 meeting. Second by Fried. Hintz requests two changes to the minutes. Motion modified to approve minutes with changes as verbalized by Hintz. All members present voting "Aye". Motion carried.

VOUCHERS, REPORTS AND BILLS

Bills and vouchers briefly discussed. Motion by Paszak to approve the bills and vouchers as presented. Second by Hintz. All members present voting 'Aye'. Motion carried.

HIGHWAY DEPARTMENT LTE WAGES

Freeman notes in previous years, the Highway Department has employed four LTE (Limited Term Employee) workers for summer flagging; increasing to six LTE workers this summer season. Due to wages and working conditions, Bennett is having a difficult time recruiting workers. Bennett proposes offering a \$0.25 per hour wage increase for returning LTE flaggers. Discussion held on recruitment, working conditions and appropriate wages. Bennett notes that hiring LTE workers over full time workers for flagging jobs saves the county quite a bit of money. Sorenson feels before the committee updates flagging LTE wages, there should be a review of the full LTE wage schedule for Oneida County. Bennett states this wage increase would be for next season so a decision at today's meeting is not needed but he would like the issue addressed prior to the 2016 season. Paszak and Fried feel the increase may not be high enough given the working conditions of the positions. More information to be gathered and topic to be discussed at future meeting.

PHOTO ID'S FOR EMPLOYEES

Charbarneau notes this topic was previously discussed at the April 22, 2015 meeting. At the last meeting, it was discussed that the Sheriff's Office would continue doing I.D.'s for Sheriff's Office employees and LTE's and the additional I.D. equipment purchased would most likely be located in the LRES office. Discussion held on a second set of I.D. equipment also being available in the Emergency Management Department. Fried notes he opposes the purchase of an additional I.D. printer and software. Grube states she was only aware of one I.D. printer purchased by her department. Discussion held on different options including taking pictures at the Courthouse and forwarding them to the Sheriff's Office for printing or temporarily locating the I.D. printer and equipment at the Courthouse to get the initial round of I.D.'s completed. Hess to check with Ken Korten/hof/Emergency Management on moving the I.D. printer and equipment to the Courthouse. Committee will revisit this topic after more information is gathered.

EMPLOYEE HANDBOOK – ACTING PAY

Charbarneau notes this topic was previously discussed at the April 22, 2015 meeting. Acting pay is defined as additional pay for employees temporarily appointed to lead positions. Discussion held on information provided to committee on the costs and savings of implementing the proposed changes. Hess provided additional information to the committee on the proposal and feels the change will be a cost savings to the county, but does agree that the proposal would also serve as a way to provide equity to employees appointed to supervisory duties. Sorenson commented on wage schedules, noting that based on her research, usually employees with more years of service would receive the acting pay, thus the costs would be higher than initially thought. Hess states acting pay would more frequently be used for night shifts that tend to have employees with fewer years of service. Further discussion held. Fried suggests putting proposal in place but adding wording that acting pay cannot increase an employee's wage by more than 4%. Discussion held on implementing a flat dollar/percentage increase for acting pay. Pederson inquired about current vacancies at the Sheriff's Office; Hess notes there are quite a few vacancies at this time due to a variety of reasons. Discussion on topic being proposed as a cost savings measure when approved at the Public Safety Committee; members feel not enough information was provided to Public Safety Committee prior to approval. Further discussion on proposal. Cushing suggests sending proposal with Sorenson's numbers back to the Public Safety Committee for further review. Motion by Paszak to send acting pay subject back to the Public Safety committee with updated figures. Second by Fried. All members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Fried, second by Paszak to adjourn into closed session pursuant to section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. Topic: dispatcher compensation.

Roll call vote with all members voting 'Aye'. Motion carried.

Discussion held in closed session.

Motion by Cushing to return to open session. Second by Fried. Roll call vote taken with all voting in the affirmative. Motion carried.

The following motion was made in the above closed session and announced in open session:
Motion by Hintz to implement proposed increase to Telecommunicator Sara Geizler from Step 2 to Step 4. Second by Pederson. Roll call vote taken with all members voting 'Aye'.

NCWRP REPORT

- **OVERVIEW:** Charbarneau notes that a joint meeting is noticed for tomorrow regarding the study done on the UW-Extension and Land & Water Departments. Charbarneau provided information to committee. Cushing reviewed NCWRP study results and suggests that Land & Water/AIS Department be merged into the Planning and Zoning Department. Other options were discussed including merging with the Forestry Department or remaining a stand alone department. Fried clarified that meeting will also address status of UW-Extension. Discussion held on report results and the pros/cons list put together by Jean Hanson/County Conservationist at her Committee's request. Discussion held on staffing requests from Land and Water Department and the logistics of merging the Land and Water Department to Planning and Zoning. It was noted that Planning and Zoning is comfortable with the proposed merger and having a Land and Water Conservation Committee for each county is a requirement of state statute. Discussion held on possible duty assignments and increased workloads in Planning and Zoning in future. Cushing confirmed with committee if prepared for meeting tomorrow; agreed that committee was prepared.

CHAPTER 4 OF COUNTY CODE

Charbarneau requests to move the topic to a future meeting in order to gather further information. Cushing continues topic to future agenda.

COMPENSATORY TIME FOR EXEMPT SALARIED EMPLOYEES

Charbarneau states topic discussed at department head meeting and in process of collecting information. Cushing continues topic to future agenda.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

- Labor Relations/Employee Services Committee meeting
 - May 27, 2015 at 9:00 a.m. in First Floor Conference room
 - June 10, 2015 at 9:00 a.m. in First Floor Conference room
 - June 24, 2015 at 9:00 a.m. in First Floor Conference room

FUTURE AGENDA TOPICS

Compensatory Time policy

Employee Photo ID

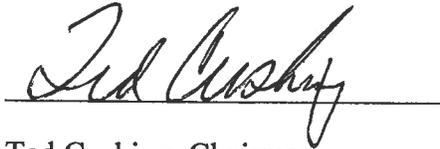
County Code Chapter 4 changes

PUBLIC COMMENTS

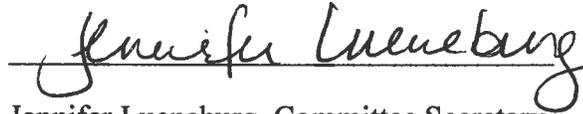
None

ADJOURNMENT

Motion by Hintz to adjourn. Second by Cushing. All members present voting 'Aye'. Motion carried. Meeting adjourned at 2:28 p.m.

A handwritten signature in cursive script, reading "Ted Cushing", written over a horizontal line.

Ted Cushing, Chairman

A handwritten signature in cursive script, reading "Jennifer Lueneburg", written over a horizontal line.

Jennifer Lueneburg, Committee Secretary