

JOINT LABOR RELATIONS/EMPLOYEE SERVICES & LAND & WATER CONSERVATION
COMMITTEE MINUTES

June 24, 2009

MEETING CALLED TO ORDER by Chairman John Young at 12:00 p.m. at the Oneida County Courthouse, Committee Room #2.

LRES COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, and Charles Wickman.

LRES COMMITTEE MEMBERS ABSENT: Paul Dean, Scott Holewinski (excused).

LAND & WATER COMMITTEE MEMBERS PRESENT: Tom Rudolph, Wilbur Petroskey, Rod Kuczmarksi, Matt Matteson, Gary Baier and Jack Martinson.

LAND & WATER COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Dianne Jacobson (Dept on Aging); Dan Kuzlik (UW Extension); Nancy Hollands (Land & Water); Linda Conlon (Health); Gina Olson (Clerk of Court); Judge Mangerson (Branch II); Peter Wolk, Romelle Vandervest (Supervisors); Randy Ingram (WPPA Agent); Giles Morris (Daily News); Lakeland Times.

The LRES Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Cushing, second by Wickman to approve the amended, amended agenda for the present meeting. Motion carried; all ayes.

The Land & Water Conservation Chair noted that this meeting of the Land & Water Conservation Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Matteson, second by Petroskey to approve the agenda for the present meeting. Motion carried; all ayes.

Resolution: Land & Water Conservation Department Merging with UW Extension

The committee met jointly to discuss the resolution merging the Land & Water Department with the UW Extension.

John Potters told the joint committee that he had prepared the resolution before them with input from Nancy Hollands, Dan Kuzlik and Tom Rudolph.

Wickman told the group that he had been attending most of the Planning & Zoning and Land & Water Committee meetings over the past year and a half and felt the merger of Land & Water with the UW Extension is a good coordination of efforts. He continued that it is a good fit.

Baier addressed the joint committees stating that he had made a proposal at the prior joint meeting to put the AIS Coordinator in the Planning & Zoning Office which would help the economy in Oneida County. He continued that during the last budget cycle he suggested cutting 50% of the UW Extension's budget. He told the group that this year he would be asking to cut 100% of the UW Extension funding for 2010. Baier finished by saying that the County needs to focus on Planning & Zoning where the revenues are way down and that there would always be a need for education and maintenance for the AIS program.

Young told the group that the Finance Committee met with Zoning on Monday. Zoning says they can not eliminate anyone due to regulations from the State on septic systems, gravel pits and NR 115.

Cushing added that the County's shoreland ordinance needed changes which would involve public hearings.

Martinson said he agreed with Baier and voted no to merge with the UW Extension. He continued that this was the first he'd heard that Planning & Zoning was going to be super busy. It will take a long time for construction and building to recuperate. He stated that shoreland restoration has always been with Planning & Zoning. He continued that the County is looking for money to offset the County's debt. Merging with UW Extension will cost the county money. He suggested the County look at the Minocqua Zoning Office and perhaps close it due to money issues. He finished by saying he felt that the Land & Water Committee had no input into this merger and he didn't like how it was being handled.

Matteson stated that he agreed with Wickman, the merger is a good fit and would save money and time. He continued that Planning & Zoning has enough to do outside of permits and the UW Extension would do a good job.

Hollands told the group that she was not opposed to the merger however handed out a memo regarding questions and concerns that she had. She recommended proceeding cautiously.

Rudolph addressed a couple of issues on Hollands' memo. Maintaining a separate identity for the Land & Water Department is not a statutory requirement. Rudolph

continued that the questions are legitimate but would be worked out with the committee down the road.

Hollands asked about who would be providing direction to her department.

Young asked Nancy to remember when she was at the UW Extension before.

Hollands responded that her office was partnered there, not as a part of the UW Extension Department.

Rudolph said he felt this was a good resolution. He reminded the group that the AIS position is up for review at the end of this year. He continued that by that time there will be more information on what the UW Extension may be able to contribute regarding a Horticultural Agent on a 60/40 funding basis.

Baier suggested getting some help from the UW Extension for training volunteers and keeping the programs going. He continued that there is already an employee on staff handling the AIS issues who has also worked with Planning & Zoning as a fill in. He stated that he would like to see this employee as regular full time instead of reviewing the position each year.

Martinson again stated that the Land & Water Committee did not have much input and that it seems everyone is hurrying to get to the merger. He continued that he agreed with Baier, if the departments weren't being combined and a committee being eliminated it should be left alone. Martinson said he would give up the Land & Water Conservation Committee if it saved money.

Rudolph told the group that the committee structure could be reviewed and changed at the biannual County Board meeting not at mid year. He reminded the group that State Statute requires two Land & Water Conservation Committee members to be on the UW Extension Committee.

Motion by Matteson, second by Petroskey to approve the resolution as presented and forward it to the August County Board Meeting. Motion carried; Matteson, Petroskey, Rudolph, Kuczarski voting aye; Baier, Martinson voting no.

Motion by Cushing, second by Wickman to approve the resolution as presented and forward it to the August County Board Meeting. Motion carried; all ayes.

Motion by Baier, second by Matteson to approve the Land & Water Conservation Committee minutes of May 13, 2009 as presented. Motion carried; all ayes.

Motion by Petroskey, second by Baier to adjourn. Motion carried; all ayes.

Land & Water Conservation Committee meeting adjourned at 12:34 p.m.

The LRES Committee continued with the remainder of their agenda.

Linda Conlon came before the committee to appeal the mandatory six month vacancy period for a Public Health Nurse position. Conlon explained that due to one of her nurses accepting the Assistant Public Health Director, it has created a nurse vacancy in her department.

Motion by Cushing, second by Wickman to approve the appeal of the mandatory six month vacancy for a Public Health Nurse position and any subsequent vacancies caused by internal movement in the department. Motion carried; all ayes.

Motion by Cushing, second by Wickman to approve the Ice Cream Social for 2009. Motion carried; all ayes.

Judge Mangerson came before the committee to discuss the implementation of the furlough days. Mangerson stated that he can not close his courtroom without approval from the Supreme Court. He suggested the County pick six possible days for furlough and allow the departments to schedule employees for those days to avoid shutting down the offices. The Judge gave the committee a list of potential dates that would work well for the court system.

Clerk of Court, Gina Olson stated that she has to be open on December 31st. She indicated that having dates to choose from would allow staff to be scheduled for that day.

Dianne Jacobson indicated that having dates to pick from would keep from disrupting the services provided at the Department on Aging. She also said that having Mondays and Fridays to pick from would be more palatable for employees.

Young asked Corp Counsel Desmond if the LRES Committee had to take this issue back to the full county board for approval or just inform the county board of the committee's actions.

Desmond indicated that the committee has the authority to set the furlough days and only inform the county board.

Randy Ingram expressed his concerns on the avenue in which the committee is going. He reminded the committee that although the county has been bargaining with his units, the furlough days have not been discussed and they affect wages, hours and conditions of

employment. He told the committee that at Taylor and Langlade Counties the furlough days were discussed with the unions.

Young responded that Ingram had never brought up furlough days in bargaining either. He continued that the other option would be to lay off staff. Young said he knew the union doesn't want that and neither does the county.

Ingram responded that this was the first agenda that furlough days was listed on the agenda for discussion. He finished by saying that he would hate to see this go to litigation.

Young asked for the Wellness Update to be included on all future agendas. The committee reviewed a report from Group Health Trust regarding annual physicals. The committee wanted a way to encourage employees to have their annual physicals done each year as it helps to keep health insurance costs down.

Randy Ingram volunteered to work with Lisa Charbarneau on a letter to send out to employees encouraging them to get their annual physicals.

Motion by Cushing, second by Wickman to approve the minutes of March 12, March 13, May 13, May 27, June 8 and June 9, 2009. Motion carried; all ayes.

Motion by Cushing, second by Wickman to approve the bills and vouchers as presented. Motion carried; all ayes.

Future meeting dates for the committee were set as follows:

July 8	9:00am regular meeting
July 14	11:00am Courthouse Grievance Arbitration
July 22	9:00am regular meeting
July 30	11:00am Courthouse Grievance Arbitration

The committee reviewed a letter regarding the establishment of seven furlough days with the ability for department heads to schedule each employee for three days.

Motion by Cushing, second by Wickman to approve the furlough letter as presented and send to all department heads. Motion carried; all ayes.

Motion by Cushing, second by Wickman to adjourn into closed session pursuant to section 19.85 (1) (e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose

of collective bargaining under subch. I, IV, or V of ch 111, stats. Upon completion of this portion of the meeting, it is anticipated the Committee will return to open session to consider the remainder of the meeting agenda. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Cushing, second by Wickman to return to open session. Roll call vote taken with all voting in the affirmative.

There was no action taken during the above closed session.

Motion by Cushing, second by Wickman to adjourn. Motion carried; all ayes.

Meeting adjourned at 2:16 p.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary