

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

October 27, 2010

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, First Floor Conference Room.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, Paul Dean, Scott Holewinski and Sonny Paszak.

COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Tom Rudolph, Peter Wolk, Gary Baier (Supervisors); Nancy Hollands (Land & Water Conservation); Paul Spencer (Social Services); John Bilogan (Forestry).

The 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 Dean to approve the agenda for the present meeting. Motion carried; all ayes.

Motion by Holewinski, second by Paszak to approve the minutes of October 6, 2010. Motion carried; all ayes.

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

Typist II Vacancy – Land & Water Conservation

The committee discussed the status of the Typist II position. Young indicated that the information provided by Hollands states the position will be left open and evaluated again once the department physically is located with the UW Extension.

Sorenson noted that as the position was not filled within six months it was removed from the budget for 2011 per the Vacancy Review Policy.

There was additional discussion regarding the DATCAP funding formula and job duties of the position.

Hollands indicated she wasn't certain that DATCAP funding could apply to the positions at the UW Extension.

Potters stated that the County needs to get their heads around the fact that everyone is part of one department. He continued that this was a great opportunity to use UW

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Extension Staff. He stated that time logs could be kept to determine which positions are working on DATCAP eligible projects.

Motion by Holewinski, second by Paszak to deny adding the Typist II position in Land & Water Conservation to the 2011 budget. Motion carried; all ayes.

Social Worker Vacancies

Paul Spencer came before the committee with requests to fill two Lead Social Worker positions and one Social Worker position.

Motion by Cushing, second by Holewinski to approve filling the Lead Social Worker position created by the incumbent employee being promoted to the Economic Support Supervisor position in Social Services. Motion carried; all ayes.

Motion by Cushing, second by Paszak to approve filling the Social Worker position created by the retirement of the incumbent employee. Motion carried; all ayes.

Motion by Paszak, second by Cushing to approve the Lead Social Worker position created by the retirement of the incumbent employee. Motion carried; all ayes.

Motion by Holewinski, second by Paszak to approve filling the vacant Typist II position in Social Services as presented. Motion carried: all ayes.

2011 Health Insurance Renewal

Motion by Holewinski, second by Cushing to approve the 2011 Health Insurance Renewal with the United Healthcare Options Network as presented. Motion carried; all ayes.

2011 Dental & Vision Renewals

Lisa Charbarneau explained to the committee that after the last committee meeting she was able to talk with the providers of dental and vision and negotiated a change in their quotes which would eliminate the waiting periods for services.

Motion by Cushing, second by Paszak to approve the 2011 Dental and Vision renewals as presented. Motion carried; all ayes.

PTO Buy-up Policy

Charbarneau distributed a handout to the committee with updated information allowing employees to take off time without pay.

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Motion by Paszak, second by Dean to approve an unpaid leave program allowing employees up to three unpaid days in 2010 and up to twelve unpaid days in 2011. Motion carried; all ayes.

Wellness/Health Updates

The committee reviewed a report from NaCo regarding the free prescription drug program offered to county residents without any other coverage.

Forestry Department Reorganization

Young thanked John Bilogan for coming to the meeting. Young asked Bilogan if he could put together the percentage of time spent on Parks and Recreation by his department for the past six years and bring to the LRES Committee.

Bilogan said he could put that information together for the committee.

There was discussion regarding what each position does within the department. Bilogan explained that there is a lot of administration work tied to the Parks and Recreation portion of the department. He continued that he is not opposed to looking at any new ideas for his department.

Potters told the committee that he is currently looking at several counties that have done mergers that included the Forestry Department. He continued that he hoped to gain valuable insight that would help Oneida County in the restructuring process.

The committee talked about possible mergers with the Highway Department and Building and Grounds Department. Sorenson suggested that a part time position could be created with conditions attached in order for the position to continue. She stated that the Forestry, Finance and LRES Committees need to get together on clarifying conflicts and achieving the additional revenue placed into the Forestry budget for 2011.

Young asked Bilogan if he could have his information together prior to the LRES Committee meeting on November 17, 2010. Bilogan said he would have it ready for the committee prior to the meeting.

Future Meeting Dates

November 17, 2010 at 9:00a.m.

Future Agenda Topics

Forestry Department Reorganization

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

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Meeting adjourned at 10:40 a.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary