

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

December 15, 2010

**MEETING CALLED TO ORDER** by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, Committee Room #2.

**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); Brian Desmond (Corporation Counsel); John Bilogan (Forestry); Richard Moore, (Lakeland Times); Guy Hansen (Citizen); Peter Wolk, David Hintz, Gary Baier, Tom Rudolph, Greg Berard, Jack Martinson, Denny Thompson (Supervisors); Manny Oradei (DNR).

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

Young noted that this was a joint meeting with the Finance and Forestry Committees and those committees should be called to order.

Finance Committee Meeting called to order by Chairman Ted Cushing at 9:01 a.m. at the Oneida County Courthouse, Committee Room #2.

Cushing noted that Wolk, Hintz and himself would be representing the Finance Committee during the joint meeting.

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

Forestry Committee Meeting called to order by Chairman Gary Baier at 9:02 a.m. at the Oneida County Courthouse, Committee Room #2.

Baier noted that Rudolph, Berard, Martinson, Thompson and himself would be representing the Forestry Committee during the joint meeting.

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

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Young explained to the group that the LRES Committee wanted the three committees present to discuss how the Forestry Department was going to meet the new revenue goal that was added to their budget by the Finance Committee and approved by the County Board for the 2011 Budget. He continued that the purpose of the joint meeting was not to micromanage or put anyone down, but to help John Bilogan reach the new goal that was set by the County Board.

Bilogan told the committee that 2010 would be the third year in a row for his department to set a stumpage revenue record. He continued that the department has been meeting its allowable cut since he has been the director. He explained that the State has increased their allowable cut and therefore he asked the LRES Committee for additional staff to cut the increased allowable cut over the next ten years. Bilogan told the committee that stumpage will bring in approximately 1.2 million dollars to the County for 2010 minus the 10% that goes to the towns, which is over the \$850,000 that was budgeted for 2010. He explained that contracts to cut timber are one to three years in length and therefore the money coming in to the County can vary if the loggers are playing the market for the timber.

Hintz suggested that the Forestry Department contract out for the extra required marking of timber to address a short term solution and then work on a long term solution. He continued that the County has established an Efficiency Team and John Potters is the team leader. That committee has been asked to look at consolidations and efficiencies and could help to develop a long term solution which could include reallocation of department responsibilities.

Hoffman suggested that a limited term employee would be the best option for short term as the department could use them as needed until a long term decision could be made. He continued that there were people available to do that kind of work and that moving job duties from the department may not be necessary.

Young asked about the number of hours that are assigned to the department from the State.

Manny Oradei from the DNR explained that a cap has been placed on the number of hours he can spend working in the county forest at 1434 hours per year. He continued that he has far exceeded that number of hours in the past, however due to cutbacks at the state level; he can no longer exceed that number of hours.

Young questioned the amount of time spent marking trees. He continued that the DNR spent 38 weeks, Assistant Forestry Director spent 36 weeks and the County Forester spent 9 weeks marking timber last year.

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Baier explained that the department can only mark trees from September to December which is a short time period. He continued that with the assistance from the State they have four certified foresters to mark timber. He told the committee he was against hiring extra permanent staff, however would support hiring contracted employees for those few months each year. Baier stated that he was not aware that Bilogan did not mark any trees at all. He continued that all the foresters should be out marking timber from September to December and shift the remainder of their work to the rest of the year. He continued that he felt the department could meet the new revenue goal with their current staff or hire an outside contractor.

Bilogan told the committee that the most time is spent establishing timber sales during the leaf off period. In spring before the leaves come on and again in fall when the leaves are off before there is too much snow fall.

Martinson explained to the committee that Forestry does a lot of other things besides marking timber. Forestry is responsible for snowmobile and ATV trails, silent sports and now Frisbee golf which is the new big sport. He continued that a lot of this work could be done by Clubs at no cost to the county.

Holewinski asked how many acres are marked by the DNR.

Oradei stated that one man can mark an acre an hour and that the DNR marks up to 1000 acres maximum.

Holewinski stated that the DNR marks half the allowable cut for the County. He continued that the department needs to have foresters marking more timber. Holewinski stated that he was not aware that Bilogan does all administrative work. He stated that the department needs to be guided in a different direction to cut more timber. He continued that there is too much work on the parks end and not enough on the forestry end.

Bilogan told the committee that volunteer utilization is a desire of the Forestry Committee. He continued that there are issues with volunteers. He gave an example of how much additional time he spent on the disc golf course as the volunteers who developed it didn't take a lot of issues into consideration.

Rudolph stated that he has been on the Forestry Committee the entire fifteen years he has been on County Board. He continued that markets change and the current situation in the Forestry Department is a good problem to have. He stated that Forestry is doing a tremendous job with revenue generation. The department has management of forests by well experienced, trained, professional staff. He continued that the other committees were overstepping their bounds and micromanaging a department. He stated why are we insisting on changing a department that is doing well. Let's get out of the

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micromanaging business. Our job is to set policy. Let the staff do their job. If they need more help, give them the help they need. Leave them alone.

Cushing stated that Forestry is doing a phenomenal job. He continued that the priorities of the department have changed with more than fifty percent of the resources being allocated to recreation. Cushing stated that Tourism and Land Sales were removed from Forestry and assigned to other departments to help free up time. He told the committee that Bilogan asked for a half time forester for 2011 and was denied by LRES Committee. This meeting came about to consider options to obtain the new revenue goal established by County Board. Can this department meet the new goal without adding staff? He stated that the direction of the department needs to be changed. That we can not keep going like we are, as it will not work to achieve the goal. He finished by stating that John was asked to bring options to the committee for consideration.

Dean stated that it is not good to micromanage; however the committee needs to have input. He continued to let Bilogan do the talking. He knows how to run it. If it doesn't work, might have to hire someone. He finished by stating that the supervisors don't have to agree or like each other, but they do need to work together to get this done.

Bilogan gave some background information to the committee regarding the requests that come to the Forestry Committee for additional services. He told the group that if the Forestry Committee is against adding a service, people will come in numbers to persuade the committee to change its mind. He continued that it is a good starting point to maintain what the department has and to ask for the support of the full County Board on not adding new services. Bilogan stated that he is open to anything and would go with whatever the County Board directs him to do. He told the committee that hiring a contract worker is not the cheapest way to go.

Thompson stated that his township had a nine percent increase in their taxes, plus a twenty-two percent increase in taxes for the school district. He continued that it is their job to contain the costs and avoid any new costs. He finished by saying that we have to find a way to do this with the people we have. Do a little bit more with less.

Cushing reminded the committee of when the Department of Social Services budget was in a deficit and they came up with a plan to resolve it by hiring two additional social workers. Since that time the department has returned monies to the General Fund every year. He continued that that if the Forestry Department does not meet the one million, fifty thousand dollars the County will be in a world of hurt. He finished by stating that the committee should let the department work on redirecting their work efforts.

Dean stated that there were a lot of suggestions and comments made during the meeting that should now go back with the Committee of Jurisdiction so they can work on the issue

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at hand.

Rudolph told the committee that the points brought up about Social Services relates well to what is happening in Forestry. He continued that you need to invest money to make money. Short term he suggested using an LTE for 2011 when needed to achieve the allowable cut.

Baier suggested hiring someone with a recreation background to allow Bilogan to be out in the field marking timber.

Berard agreed that Bilogan is doing a good job in the department. He continued that he would agree to hiring a person for 2011 and see what happens after that. He finished by stating that the committees need to say no more often.

Wolk stated that you need to spend money to make money. His concern with an LTE was that once they are hired you can never get rid of the position. He suggested contracting people who know the business of forestry. He continued that the biggest problem is nobody wants to say no. We don't live that way with our own budgets.

Oradei stated that Bilogan will spend more time with administrative work on a contracted employee and that it is cost prohibitive.

Sorenson stated that there has been a shift toward parks and there needs to be a shift back to forestry work. She also suggested the possibility of hiring a temp employee through an agency.

Hansen asked the committee to keep in mind the economic impact of tourism in Oneida County and the obligation to provide services to residents and tourists alike.

Potters indicated that short term there needs to be a solution to meet the budget demands. Once that has been resolved, the Efficiency Team can look at the situation for a long term resolution.

Desmond suggested the possible use of an intern from the Forestry College at Stevens Point which could be low cost or possibly free.

Young stated that the department needs to make more money or cut services or both. He suggested that something needed to be done to have someone else do park work.

Motion by Paszak, second by Holewinski to send this issue back to the Forestry Committee to be considered further. If needed, the issue can be brought back to the LRES Committee. Motion carried; Cushing, Rudolph, Dean, Thompson, Berard voting

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no; Hoffman, Holewinski, Baier, Wolk, Young, Paszak, Martinson, Hintz voting aye.

Motion by Cushing, second by Hintz to adjourn the Finance Committee Meeting. Motion carried; all ayes. Finance Committee adjourned at 11:00a.m.

Motion by Rudolph, second by Berard to adjourn the Forestry Committee Meeting. Motion carried; all ayes. Forestry Committee adjourned at 11:00a.m.

LRES Committee continued on with their agenda items.

Motion by Holewinski, second by Paszak to approve the minutes of November 17, 2010. Motion carried; all ayes.

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

Deputy Treasurer Vacancy Review Appeal

Kris Ostermann asked the committee to fill a deputy position in her office due to a retirement.

Potters suggested that the committee only approve filling the position at 50%.

Motion by Holewinski, second by Paszak to approve filling the Deputy I position in the Treasurer's Office at 50% waiving the six month vacancy period and increasing the LTE hours to 260 for 2011. Motion carried; all ayes.

Motion by Holewinski, second by Paszak to adjourn to closed session pursuant to section 19.85 (1) (c), (f), and (g) Wis. Stats to (1) consider the employment and performance evaluation date of an Oneida County employee; (2) for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or 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, and (3) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

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

Chairman Young stated that there was no action taken during the above closed session.

Wellness/Health Updates

Charbarneau told the committee that Sorenson wanted to know why we weren't participating in the Early Retiree Reinsurance Program being offered by the Federal Government. She continued that the guidance provided by the Group Health Trust was not to participate in the program as there were many issues that were not clear on how they may affect bargaining in the future. The LRES Committee had decided earlier not to participate based on the Group Health Trust recommendation. Sorenson told the committee there was money available to reimburse for the cost of retiree health claims between \$15,000 and \$90,000.

Motion by Holewinski, second by Paszak to have LRES research the Early Retiree Reinsurance Program and bring back to the committee at a future meeting. Motion carried; all ayes.

LRES Long Term Plan

The committee reviewed the Long Term Plan for the LRES Department as presented by John Potters.

Motion by Holewinski, second by Paszak to approve the LRES Long Term Plan as presented. Motion carried; all ayes.

Performance Evaluations

The committee reviewed proposed performance evaluation forms for non-represented employees.

Motion by Holewinski, second by Paszak to approve the performance evaluation forms increasing the minimum score for a step increase to 2.75 and implement on a trial basis for one year. Motion carried; all ayes.

Future Meeting Dates

January 12 and 26, 2011 beginning at 9:30 a.m.

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

Meeting adjourned at 12:02 p.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary