

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

January 12, 2011

MEETING CALLED TO ORDER by Chairman John Young at 9:30 a.m. at the Oneida County Courthouse, First Floor Conference Room.

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

COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused).

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Paul Spencer (Social Services); Tom Leighton (Register of Deeds); Peter Wolk (Supervisor).

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 Paszak, second by Dean to approve the minutes of December 15, 2010.
Motion carried; all ayes.

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

Social Worker Positions Vacancy Review

Paul Spencer brought two social worker positions to the committee. He explained that these are the positions that make money for his department.

Motion by Cushing, second by Paszak to approve the two social worker position vacancies as presented. Motion carried; all ayes.

Register of Deeds LTE Request

Tom Leighton came before the committee with a request to hire his prior chief deputy as an LTE to come back for twenty hours a month to take care of year end and monthly accounting issues. He continued that he is asking to pay her at time and one half for the hours worked. Tom told the committee there was a slight chance that she may return to her position.

The committee discussed the wages being proposed. Potters presented comparable wages from the private sector at approximately twenty-one dollars per hour.

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Motion by Paszak, second by Dean to approve the Register of Deeds LTE request as presented with wages paid at time and one half. Motion defeated: Young, Paszak, Cushing voting no; Dean voting aye.

Motion by Cushing, second by Paszak to hire Heidi Uscensky as an LTE in Register of Deeds for up to twenty hours per month until April 1, 2011 at twenty-two dollars per hour. Motion carried; Cushing, Paszak, Dean voting aye; Young voting no.

Motion by Cushing, second by Paszak to adjourn to closed session pursuant to section 19.85 (1) (c), (e), (f) and (g) Wis. Stats to (1) consider the employment and performance evaluation date of an Oneida County employee; (2) discuss the status of union contract negotiations, and develop bargaining strategy; (3) 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 (4) 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 Cushing, second by Dean 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.

Wellness/Health Updates

Young indicated that the County has submitted a letter to Group Health Trust to request reimbursement for wellness incentives offered to County employees. He told the committee they should have a copy of the letter in their mailbox in the County Clerk's Office.

Charbarneau told the committee that Sorenson discovered an error in the health insurance premium rates from Group Health Trust. Sorenson told the committee that GHT had promised an eleven percent increase, but used the wrong rates in calculating our 2011 premiums. She continued that when using the correct rates, the increase was actually twelve point four percent. This would mean a shortfall of fifty thousand dollars in the 2011 budget. Charbarneau told the committee that she had already contacted Kim Hurtz at GHT, but had not heard anything. Young stated he would contact Kim directly.

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Charbarneau informed the committee that she had requested information from Josh Bindl regarding the reasoning behind not participating in the reimbursement for retiree health claims being offered by the Federal Government. Sorenson added that we should check to see if we have any claims that qualify for the reimbursement. Charbarneau indicated she would request that data from UMR.

County Coordinator Goal Review

The committee reviewed John Potters goal review form for 2011. Potters explained the four goals. Cushing recommended that the work done by the Efficiency Team should be completed by October Budget Hearings.

Motion by Cushing, second by Paszak to accept the goal planning template for John Potters as amended. Motion carried; all ayes.

Travel Request

Motion by Cushing, second by Dean to approve attendance at the WPELRA Training in January at Wisconsin Dells for Potters and Charbarneau. Motion carried; all ayes.

Future Meeting Dates

January 26, 2011 9:30am

February 9, 2011 2:00pm

Future Agenda Topics

Dates to begin contract negotiations.

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

Meeting adjourned at 10:55a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary