

JOINT LABOR RELATIONS/EMPLOYEE SERVICES & FINANCE AND INSURANCE COMMITTEE MINUTES

October 19, 2011

CALL TO ORDER

Chairman Young called the LRES Committee to order at 9:00 a.m. in the first floor conference room of the Oneida County Courthouse. Chairman Cushing called the Finance & Insurance Committee to order at 9:03 a.m. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

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

LRES COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused).

FINANCE & INSURANCE COMMITTEE MEMBERS PRESENT: Ted Cushing, David Hintz, Peter Wolk, John Young and John Hoffman.

FINANCE & INSURANCE COMMITTEE MEMBERS ABSENT: NONE.

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Tom Leighton (ROD); Curt Krouze (Buildings & Grounds); Jeff Hoffman (Sheriff); Dianne Jacobson (Dept. on Aging); Nick Scholtes, Freeman Bennett (Highway); Carol Pederson (Supervisor)

APPROVE AGENDA

Motion by Dean, second by Paszak of the LRES Committee to approve the joint agenda for the present meeting. Motion carried; all ayes.

Motion by Hoffman, second by Hintz of the Finance & Insurance Committee to approve the joint agenda for the present meeting. Motion carried; all ayes.

EXECUTIVE SESSION

Motion by Dean, second by Paszak; Motion by Hoffman, second by Wolk 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. 1, 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. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

October 19, 2011

Page 2

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

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

The following motion was made during the above closed session and announced in open session:

Motion by Cushing, second by Wolk to increase contingency fund \$250,000 and increase general fund applied by \$250,000. Motion carried; all ayes.

Information Packets for Potential County Board Supervisors

Lisa Charbarneau stated at the BRB meetings they suggested creating information packets for potential County Board supervisors. Cushing agreed that was a good idea and recommended including Phillips & Borowski's Code of Ethics. Young said this could be put out on the Internet, but not everyone has Internet access. Cushing said these could be handed out when papers were taken out or returned to the County Clerk's office.

Motion by Cushing, second by Wolk to direct the LRES Committee to develop a packet to hand out to potential supervisors running for election. Motion carried; all ayes.

Motion by Wolk, second by Hintz to adjourn the joint meeting at 9:53 a.m.

The LRES Committee continued with the remainder of their agenda.

Motion by Paszak, second by Dean to approve the minutes of September 7, September 21 and September 30, 2011. Motion carried, all ayes.

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

Vacancy Review Policy

John Young asked if they could have a running sheet of vacancy dollars. Margie Sorenson said she calculates every quarter but they could plug the dollar amounts in. Young asked to review that total at every meeting to see where they stand.

Register of Deeds Deputy I

Tom Leighton came before the Committee to request reducing his open Deputy I position down to 75%.

Motion by Dean, second by Paszak to accept reduction of Deputy I position to 75%. Motion passed on a 3-1 vote with Cushing voting nay.

Motion by Dean, second by Paszak to fill the 75% Deputy I position. Motion failed on a 2-2 vote with Young and Cushing voting nay.

October 19, 2011

Page 3

Brian Desmond informed the Committee they could not vote on a position that had not been approved by County Board. Desmond said Leighton would have to come back to the Committee after approval from County Board to reduce the position to 75%.

Resolution: Register of Deeds Deputy I to 75%

Motion by Young, second by Dean to sign the resolution and pass on to County Board. Motion carried; all ayes.

Aging Disability Resource Center Staffing

Dianne Jacobson came before the Committee to say the State gave the go ahead to put a coordinator in place for the ADRC. There was discussion as to where the position would be placed along with contract options. Jacobson said she would check with the Northern Region.

Motion by Cushing, second by Dean to direct the Corporation Counsel and Dianne Jacobson to look into a contract position for the ADRC coordinator and bring to the Family Care Committee. Motion carried; all ayes.

Building & Grounds Assistant Maintenance Technician

Curt Krouze came before the Committee to request filling two Assistant Maintenance Technician positions. One position for the courthouse/department on aging was vacated by a lateral move into an open Maintenance Technician position and the other is for a retirement occurring at the end of December at the law enforcement center. Krouze explained that with the current staff there is physically no way to cover tasks and in January they will absorb an additional building going from 6000 sq. ft. to 18,000 sq. ft. The law enforcement center position works weekends and evenings.

Motion by Dean, second by Paszak to fill the Assistant Maintenance Technician position in January for the Courthouse/Department on Aging buildings. Motion carried; all ayes.

Motion by Dean, second by Paszak to fill the Assistant Maintenance Technician position at the Law Enforcement Center. Motion carried; all ayes.

Highway Department Consolidation

Nick Scholtes came before the Committee to discuss highway consolidation with Vilas County. Ted Cushing stated that at County Board yesterday it was recommended to investigate consolidation and move forward by having a joint Vilas highway meeting. Cushing then suggested to the Committee they have a joint highway meeting with two board chairs, two HR Directors and two LRES Committee chairs. Scholtes stated that he talked to Randy Anderson and they need someone with integral knowledge of workings in order to explore another county. There is an Interium Highway Commissioner in Vilas County and he is retiring and there will not be a seasoned highway commissioner in either county. He said you need the right set of circumstances and now is not the right time to approach it.

Cushing stated that we owe it to our constituents to run the county more efficiently, share equipment, save money, have an open mind to look at it, due diligence. Maybe we can transition into it, or maybe it will not work.

Highway Commissioner and Subsequent Vacancies

Nick Scholtes asked the Committee to waive the vacancy review policy and fill the Highway Commissioner and subsequent vacancies in the department due to his retirement.

Motion by Young, second by Paszak to fill the Highway Commissioner position on December 31st and subsequent vacancies. Motion carried; all ayes.

EXECUTIVE SESSION

Motion by Dean, second by Paszak to adjourn into closed session pursuant to section 19.85(1) (c), (e), (f), & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) 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; and, (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 Dean, second by Paszak to return to open session. Motion carried; all ayes.

There was no action taken during the above closed session.

2012 Budget Update

Margie Sorenson updated the Committee on the 2012 budget stating they started with \$925,000 over levy limits and now were within levy limits. This included a reduction of 6.35 positions with a 2.6% increase in levy.

2012 Health Insurance Renewal

Lisa Charbarneau told the Committee they had started with a 10-1/2% increase and met with GHT to get the increase down to a 4% increase in premiums. This included changes in the office co-pay, non-ppo to 70/30, emergency room co-pay, and drug co-pay.

Motion by Dean, second by Paszak to accept the Health Insurance Plan for 2012. Motion carried; all ayes.

Employee Handbook

Lisa Charbarneau explained the last additions were for the concealed carry regulations and CDL language and the ability to keep jobs for non-OWI offenses.

Motion by Paszak, second by Dean to approve the employee handbook. Motion carried; all ayes.

October 19, 2011

Page 5

Meeting Dates

October 27	Arbitration
November 09	9:00 a.m.
November 30	9:00 a.m.

Public Comment

Peter Wolk asked the Committee if any unions asked to decertify. Young responded that there have not been any requests as of this date.

Motion by Paszak, second by Dean to adjourn. Motion carried; all ayes.

Meeting adjourned at 12:10 p.m.

John R. Young, Chairman

Linda Herrmann, Committee Secretary