

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

November 09, 2011

CALL TO ORDER

Chairman Young called the LRES Committee to order at 9:00 a.m. in committee room #2 of the Oneida County Courthouse. 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, Scott Holewinski and Sonny Paszak.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); John Bilogan (Forestry); Jeff Hoffman (Sheriff); Dianne Jacobson (Dept. on Aging); Nick Scholtes, Freeman Bennett, Lance Johns, Jerry Jankovic (Highway); John Spiegelhoff (AFSCME Representative); Phyllis Wendler (Public Health); Kerri Ison (UW Ext.); Julie Allen (ITS); Peter Wolk, John Hoffman, Bob Metropolous, David Hintz (Supervisors)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Paszak, second by Cushing to approve the minutes of October 19, 2011. Motion carried: all ayes.

BILLS & VOUCHERS

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

RESOLUTION: HIGHWAY COMMISSIONER APPOINTMENT

Nick Scholtes came before the Committee to ask that they approve the resolution to appoint Freeman Bennett as the highway commissioner when he retires.

Motion by Cushing, second by Paszak to approve the resolution for highway commissioner appointment with an impact statement attached and forward on to County Board. All ayes; motion carried.

RESOLUTION: COMMUNITY POLICING GRANT DEPUTY

Sheriff Hoffman came before the Committee to ask that they approve the resolution to continue the community policing grant deputy position. He stated this position currently covers three

November 09, 2011

Page 2

towns and will reassign him part of that time to fill in where needed and help to cut down the overtime. He also stated that if the grant stops, the position ends.

Motion by Cushing, second by Paszak to accept the resolution for the community policing grant deputy and forward to County Board. All ayes; motion carried.

FORESTRY ACCOUNT TECHNICIAN VACANCY REVIEW APPEAL

Lisa Charbarneau reported to the Committee that a study had been done regarding the accounting duties of the position by Margie Sorenson. Sorenson reported that the duties fell more in line with the account clerk III position. Charbarneau and Bilogan thought this position could take on more of the administrative duties and relieve the foresters to spend more time in the field to increase revenue.

Motion by Paszak, second by Dean to approve the Forestry account technician reclassification to account clerk III and waive the 6-month vacancy. All ayes; motion carried.

FORESTRY LTE FORESTER FOR 2012

Margie Sorenson told the Committee that during budget hearings the Finance Committee made a motion to increase revenue \$120,000 for Forestry with \$20,000 expense for an LTE Forester as they believe this should be done.

Motion by Cushing, second by Holewinski to approve the Forester LTE as requested for 2012. All ayes; motion carried.

CREATION OF ADRC REGIONAL MANAGER POSITION

Dianne Jacobson came before the Committee with a job description for the ADRC Regional Manager position. There was discussion as to whether the position should be contracted out or placed on the non-rep classification and pay scale.

The consensus was to have Brian Desmond look further into it and to bring back to the Committee at a later date.

EMPLOYEE HANDBOOK

Lisa Charbarneau explained to the Committee that someone requested adding domestic partners to the bereavement leave policy. It was the consensus of the Committee to leave the policy as it is.

EXCHANGE INITIAL BARGAINING PROPOSALS UNDER ACT 10

John Spiegelhoff, representing the Highway and Courthouse unions, came before the Committee to propose a 2.01% increase in wages due to the inflation pressures employees are under.

Jack Young explained that we are at an impasse until after the County Board meets to approve the budget for 2012. The Committee asked to meet with them again on November 30th.

EXECUTIVE SESSION

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

The following motions were made during the above closed session and announced in open session:

Motion by Cushing, second by Holewinski to offer a telecommunicator position to LOA employee with the human resource director, corporation counsel and the sheriff working out the details. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing, second by Holewinski to approve the General Release and Severance Pay Agreement to settle the courthouse grievance and forward to the County Board. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing, second by Paszak to offer step 6, \$17.0764/per hr. to corporation counsel secretary I. Roll call vote taken with all voting in the affirmative. Motion carried.

ELECTION PACKETS

Lisa Charbarneau stated she talked to Andy Phillips and he is working on putting something together that would include a job description, code of ethics and mission of the board.

OUT-OF-COUNTY TRAVEL

WCA is sponsoring a seminar for "Workplace Issues for County Government" in Stevens Point.

Motion by Cushing, second by Dean to authorize Brian Desmond to attend the WCA conference in Stevens Point if Andy Phillips feels he should attend. All ayes; motion carried.

November 09, 2011

Page 4

FUTURE MEETING DATES

November 30 9:00 a.m.

December 15 9:00 a.m.

December 28 9:00 a.m.

FUTURE AGENDA TOPICS

Step Increases

PUBLIC COMMENTS

None

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

Meeting adjourned at 11:25 a.m.

John R. Young, Chairman

Linda Herrmann, Committee Secretary