

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

December 06, 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, Sonny Paszak and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Linda Conlon, Dawn VanDenHeuvel (Public Health); Kris Ostermann (Treasurer); Dianne Jacobson (Dept. on Aging); Lynn Grube, Nancy Schauer (ITS); Randy Ingram (WPPA Representative); Keith Fabianski (Sheriff Dept.); Bonnie Davis (Social Services); Peter Wolk, Matt Matteson, Gary Baier (Supervisors)

APPROVE AGENDA

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

BILLS & VOUCHERS

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

RECRUITMENT POLICY

Matt Matteson came before the Committee stating he had received complaints about nepotism and favoritism in the recruiting policy. He favors a committee of three people; the LRES department, department head and a third person.

Young replied that the more people involved, the more time consuming it would be and the length between hiring would increase.

Desmond explained that the County has a nepotism rule and that is if you are the boss you cannot supervise your brother, etc.

Charbarneau suggested placing it as a topic at the department head meeting. Get thoughts from department heads about what would make the process better and bring back to the Committee.

Young stated his concern was they would get battered on the length of time to fill the position; more hoops to go through.

Motion by Cushing, second by Dean to direct Lisa Charbarneau to take the recruitment policy topic to the department head meeting and bring back to the Committee. All ayes; motion carried.

DEPUTY REGISTER OF DEEDS VACANCY REVIEW

Lisa Charbarneau explained that the position had been downgraded to 75% and had been vacant since June.

Motion by Cushing, second by Paszak to approve filling the Deputy Register of Deeds 75% position. All ayes; motion carried.

DEPUTY TREASURER VACANCY REVIEW APPEAL

Kris Ostermann came before the Committee and explained that they had to have a least two people present to transfer money and they checked with other counties that had only two people in their office but they had considerably less parcels.

Motion by Dean, second by Paszak to accept the position to be filled in the Treasurer's office at 50%. All ayes; motion carried.

LTE WIC PEER BREASTFEEDING COUNSELOR

Linda Conlon came before the Committee to request an increase in wages for the LTE WIC Peer Breastfeeding Counselor. She reviewed rates in other counties and stated the wage range was from \$11 to \$25 per hour. She stated that this position is grant funded and when the dollars go away, the job goes away.

Motion by Holewinski, second by Cushing to increase the wage to \$11 per hour and when the funding runs out the position is gone contingent on Board of Health approval.

PUBLIC HEALTH ACCOUNT CLERK II VACANCY REVIEW APPEAL

Linda Conlon stated this position is the contact person. She registers clients, schedules appointments and this is a non-tax levy position.

Motion by Cushing, second by Dean to approve the account clerk II vacancy review contingent on Board of Health approval. All ayes; motion carried.

HEALTH EDUCATOR INCREASE IN HOURS FOR 2012

Linda Conlon explained that the position is currently at 53%. They are receiving two, possibly 3 grants and the position is 100% grant funded.

Motion by Paszak, second by Cushing to approve increase in hours for Health Educator to 82% contingent on Board of Health approval. All ayes; motion carried.

NON-REP WAGES

Lisa Charbarneau reminded the Committee that they settled on a 1% across the board wage increase for the courthouse and highway unions and asked if they were ready to make a recommendation on the non-rep wages.

Motion by Holewinski, second by Paszak to approve 1% across the board for 2012 non-reps as presented and forward onto County Board. Motion carried on a 4-1 vote with Dean voting nay.

RESOLUTION; HIGHWAY 2012 WAGES

Motion by Cushing, second by Paszak to approve the resolution for highway wage increase of 1% across the board for 2012 and forward to County Board for approval. Motion carried on a 4-1 vote with Dean voting nay.

RESOLUTION: COURTHOUSE 2012 WAGES

Motion by Cushing, second by Young to approve the resolution for the courthouse 2012 wage increase at 1% across the board and forward to County Board for approval. Motion carried on a 4-1 vote with Dean voting nay.

ADRC CONTRACT EMPLOYEE BENEFITS

Brian Desmond stated that under Chapter 46 we can form a Long Care District. They will not be County employees and no liability issues for the County. This Committee can allow those ADRC employees to be on our health plan.

Motion by Paszak, second by Dean to approve ADRC contract employee Oneida County benefits. All ayes; motion carried.

EXCHANGE INITIAL BARGAINING PROPOSALS UNDER ACT 10

Randy Ingram, representing the Non-sworn, Nurses and Social Worker unions, came before the Committee to propose a 2.01% increase in wages due to Act 10.

EXECUTIVE SESSION

Motion by Cushing, second by Dean to adjourn into closed session pursuant to section 19.85(1) (e) & (g), Wis Stats., for: (1) 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, (2) 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 Paszak 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 Paszak to approve a 1% across the board pay increase for 2012 for Non-sworn, Nurses and Social Workers and forward to County Board with a possible revised fiscal impact statement. All ayes; motion carried.

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WELLNESS/HEALTH UPDATES

Linda Herrmann updated the Committee on the results of the HRA screening. The three top risks were body fat, weight and LDL Cholesterol. The three top wellness program interests were weight control, walking group and aerobics to music.

FUTURE MEETING DATES

December 15	9:00 a.m. - cancel
December 28	9:00 a.m.
January 03	12:00 p.m.
January 25	9:00 a.m.

FUTURE AGENDA TOPICS

Steps

PUBLIC COMMENTS

None

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

Meeting adjourned at 11:54 a.m.

John R. Young, Chairman

Linda Herrmann, Committee Secretary