

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 15, 2012

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. 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, Ted Cushing, Sonny Paszak and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: Paul Dean (excused)

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Keith Fabianski (Sheriff Dept.); Freeman Bennett (Highway); Linda Conlon (Public Health); Brenda Behrle (Clerk of Courts)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Cushing to approve the minutes of January 25 and February 02, 2012 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

PUBLIC HEALTH NURSE REVIEW APPEAL

Linda Conlon came before the Committee to request filling her vacant nurse position and waiving the six month vacancy. She stated they are not getting things done in time. She said they considered an LTE but it would take more time to train and would be harder to fill. By the time they fill the position it will have been vacant for four months. She stated that they would reduce the position from 100% to an 80% position saving \$15,000.

Motion by Paszak, second by Holewinski to approve filling the vacant public health nurse position and decreasing it from 100% to 80%. All ayes; motion carried.

ENVIRONMENTAL TECHNICIAN POSITION

Linda Conlon explained that she had funds from sanitarian fees for 2-1/2 hours per week and a grant for 5 hours per week for the next two years that she would like to use to increase the environmental technician position from 60% to 80%. She stated they have a good system in place and there has been an increase in sanitarian needs and this will help with the water boil notices and food borne outbreaks. She also stated that when the grant ends the 5 hours per week will be reduced accordingly.

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Motion by Holewinski, second by Cushing to approve increasing the environmental technician position from 60% to 80% and decreasing accordingly when the grant ends. All ayes; motion carried.

ELECTED OFFICIAL WAGES

Lisa Charbarneau explained to the committee that the elected officials asked to postpone to the next meeting.

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. (Topics: Bargaining & Personnel Matters) Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

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

There were no announcements made in open session.

RESOLUTION; HIGHWAY MECHANIC

Lisa Charbarneau explained to the Committee that the Landfill was tight on their budget and needed to lay someone off. She talked to the highway commissioner about sharing an employee with the Landfill and they took it to the Highway Committee requesting to create a third mechanic position.

Freeman Bennett stated that he talked to John Sweeney at the Law Enforcement Center about doing maintenance on the squad cars. He said there were a lot of ways to utilize this mechanic and they have all the software to accommodate the Law Enforcement Center.

Motion by Cushing, second by Paszak to approve the resolution for the creation of a highway mechanic and forward on to County Board for approval. All ayes; motion Carried.

RESOLUTION; ADRC BENEFITS CONTRACT

Brian Desmond came before the Committee to explain that Oneida County would be the fiscal agent and allow the ADRC employees to have health insurance, vision and dental and be a WRS participant. Oneida County will be completely reimbursed for the regional manager and two disability specialists. Social Services would be managing the money for the ADRC.

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Motion by Holewinski, second by Paszak to approve the resolution for ADRC benefits and forward on to County Board for approval. All ayes; motion carried.

STAFFING UPDATES

Lisa Charbarneau gave an update on the open positions in the county which included the following: Land Information, UW Extension, Department on Aging, Public Health, Buildings & Grounds, Register of Deeds, Medical Examiner and E911 eligibility list.

PERFORMANCE EVALUATIONS

Lisa Charbarneau explained to the Committee that the current policy for department head performance evaluations calls for the Committee of Jurisdiction Chair, County Board Chairman and the County Coordinator to perform the evaluations.

Due to the elimination of the County Coordinator position there was discussion as to whether it should remain a panel of 3 or 2.

Motion by Holewinski, second by Paszak to replace the County Coordinator with the Human Resource Director for performance evaluations. All ayes; motion carried.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

February 29 1:00 p.m.

March 14

March 28

FUTURE AGENDA TOPICS

None

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 11:03 a.m.

John R. Young, Chairman

Linda Herrmann, Committee Secretary