

# **LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**

**March 08, 2012**

## **CALL TO ORDER**

Chairman Young called the LRES Committee to order at 10:00 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 and Scott Holewinski.

**LRES COMMITTEE MEMBERS ABSENT:** Paul Dean and Sonny Paszak (excused)

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Margie Sorenson (Finance); Dianne Jacobson (Dept. on Aging); LuAnn Brunette (Buildings & Grounds); Mike Romportl (Land Information); Mary Bartelt (County Clerk); Kris Ostermann (Treasurer)

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Cushing, second by Holewinski to accept the minutes of February 15<sup>th</sup> as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **RESOLUTION: PUBLIC HEALTH NURSE 80%**

Motion by Holewinski, second by Cushing to approve the resolution to decrease a Public Health Nurse position from 100% to 80% and forward to County Board for consideration. Motion carried; all ayes.

## **RESOLUTION: ENVIRONMENTAL TECHNICIAN 80%**

Motion by Cushing, second by Holewinski to approve the resolution and forward to County Board for approval to increase the Environmental Technician position to 80% from 60% from fees and grant dollars and should the funding be decreased the position will decrease accordingly. All ayes; motion carried.

## **LAND INFORMATION DEPARTMENT ORGANIZATION AND STAFFING**

Mike Romportl explained to the Committee that due to a retirement in his office he looked at the possibility of eliminating a position and combining job duties among his staff. He said they could not eliminate a position, but could downgrade one position and make it half time and divide the duties between his existing staff and upgrade them accordingly. This would save the County approximately \$34,000 this year and approximately \$21,000 a year in the future.

Motion by Cushing, second by Holewinski to approve the Land Information reorganization and staffing as presented. All ayes; motion carried.

March 08, 2012

Page 2

**RESOLUTION: LAND INFORMATION REORGANIZATION**

Motion by Cushing, second by Holewinski to approve the resolution for the Land Information reorganization and forward to County Board. All ayes; motion carried.

**VACANCY REVIEW APPEAL: BUILDINGS AND GROUNDS DIRECTOR**

Lisa Charbarneau explained that they were looking at other counties structures and at this time all the Buildings & Grounds Committee decided that they want a stand alone department head and not to be combined with another department.

Motion by Cushing, second by Holewinski to postpone the Buildings & Grounds Director vacancy review until the next meeting date. All ayes; motion carried.

**DEPARTMENT ON AGING ACCOUNT CLERK II VACANCY REVIEW APPEAL**

Dianne Jacobson came before the Committee to explain that they had a retirement at the end of December and looked at ways to restructure the department. She explained that the plan was to reduce the account clerk II position to 50% for accounting and delegate the remaining duties to the secretary and transfer the receptionist duties to an LTE. The position currently is 60% grant money and 40% tax levy. The grant funding will move to the secretary position that was 100% tax levy. This will save approximately \$8,500 per year and time to assess the needs at the new building.

Motion by Cushing, second by Holewinski to waive the Account Clerk II vacancy review. All ayes; motion carried.

**RESOLUTION; DEPARTMENT ON AGING ACCOUNT CLERK II**

Motion by Holewinski, second by Cushing to approve the resolution to decrease the Account Clerk II to 50% and forward on to County Board with revision of fiscal impact statement. All ayes; motion carried.

**RESOLUTION; ADRC AND HEALTH CARE BENEFITS**

Brian Desmond came before the Committee to request for the ADRC of the Northwoods to allow two individuals of the ADRC to be on our health plan as Taylor County is refusing to hire benefit specialists for their county.

John Young was concerned with the impact to Oneida County if there were major medical costs.

Brian Desmond explained that it would only be from now until the end of the year. If they don't take them on, the ADRC will be losing \$40,000 from their operating budget.

Motion by Holewinski, second by Cushing to forward resolution to the County Board for their consideration with fiscal impact. All ayes; motion carried.

**ELECTED OFFICIAL WAGES**

Mary Bartelt and Kris Ostermann came before the Committee to ask them to consider a 2% increase for years 2013/2014 and a 1.5% increase for years 2015/2016.

Bartelt explained that she has increased job responsibilities such as the ballot programming increased from 10 municipalities to 21; election form changes; two Board of Canvasses; election results posted on the Internet; GIS mapping and responsibility for the County Directory.

March 08, 2012

Page 3

Ostermann told the Committee that her wage was originally lowered by 8% due to investment duties that were taken away. In the past she spent 24 hours a year on investments and after the transfer of duties is still spending 20 hours a year on investments. She stated she had picked up other duties such as the Section 125 which requires about 30 hours to do. She also cited that other counties were giving some elected positions more of an increase to bring all the positions to the same level. She would like to be brought up to the same wages as the County Clerk and Register of Deeds.

Holewinski stated that the guys he works with were making \$5 to \$9 an hour less than 3 years ago and he would have a hard time justifying an increase like that.

Young stated those were the wages and duties and you knew that when you ran for the position. It would be a hard sell on County Board floor.

Motion by Holewinski, second by Cushing to approve a wage increase of 2% for 2013–2014 and 1% for 2015-2016 for the elected positions of County Clerk, Register of Deeds and County Treasurer. All ayes; motion carried.

#### **EXECUTIVE SESSION**

No motion was made to go into closed session.

#### **WELLNESS/HEALTH UPDATES**

Linda Herrmann told the Committee she received an \$11,700 reimbursement from Group Health Trust for our wellness initiatives.

#### **OUT-OF-COUNTY TRAVEL**

None

#### **FUTURE MEETING DATES**

March 19 1:00 p.m. (Bargaining)

March 28 9:00 a.m.

#### **FUTURE AGENDA TOPICS**

Code of Ethics on April agenda.

#### **PUBLIC COMMENTS**

None

#### **ADJOURNMENT**

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

Meeting adjourned at 11:36 a.m.

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John R. Young, Chairman

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Linda Herrmann, Committee Secretary