

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

**April 25, 2012**

## **CALL TO ORDER**

Chairman Cushing 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:** Ted Cushing, Sonny Paszak, Scott Holewinski, Carol Pederson and Billy Fried.

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Freeman Bennett (Highway); Erica Brewster, Kerri Ison (UW Extension); Jean Hansen (Land & Water Conservation); Tom Leighton, Kyle Franson (Register of Deeds); Judge O'Melia, Kathy Belliveau (Branch I); Deb Shawl (Branch II)

## **APPROVE AGENDA**

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

## **ELECTION OF VICE-CHAIR**

Motion by Holewinski, second by Fried to nominate Sonny Paszak for vice-chair. All ayes; motion carried.

## **APPROVE MINUTES**

Motion by Holewinski, second by Paszak to approve the minutes of April 11, 2012 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **LAW CLERK VACANCY REVIEW**

Judge O'Melia explained to the Committee that this is an ongoing position with a 1-year contract from June to June. It is a shared position between Oneida and Vilas counties. The law clerk works here four days a week (66%) doing mediation, small claims, foreclosures and legal research for the judges.

Motion by Paszak, second by Pederson to approve filling the Law Clerk vacancy. All ayes; motion carried.

## **SOLID WASTE/HIGHWAY DEPARTMENT STAFFING**

Freeman Bennett updated the Committee on the cost of sharing employees with the Solid Waste department. He was concerned about the money that Solid Waste owes the Highway for 6 weeks of work from March 7<sup>th</sup> thru April 24<sup>th</sup> amounting to \$10,968. He stated that Solid Waste would have saved about \$2/hour if he had kept his employee.

Charbarneau told the Committee that she and Bennett would continue to monitor the situation and report back to the LRES Committee.

**UW EXTENSION/LAND & WATER CONSERVATION STAFFING AND FUNDING**

Erica Brewster came before the Committee to explain the funding for the Land & Water Conservation department. She stated that the Conservationist was funded 100% by the state, second position is funded 70% and the third position is funded 50% per state statute. The criteria being that the number one position must be devoted 100% to conservation. The state minimum is \$85,000 guaranteed to the County, but it takes a hit when the first position doesn't meet that minimum. The minimum was cut to \$75,000 due to a budget lapse. For years 2012/2013 the funding will be 100% for first position, 75% of 70 for second position and 0% of 50 for third position due to state budget cuts. Funding is based on the previous year's expenditures. This item will be brought back at a later date to allow the Committee time to process the information presented.

**DEPUTY REGISTER OF DEEDS I VACANCY REVIEW APPEAL**

Tom Leighton asked the Committee to waive the 6-month waiting period for his vacant Deputy Register of Deeds I position. He stated there were more and more people with foreclosures, leans, and mortgages that have to be recorded. This position has been vacant for 3 months and is non-tax levy money.

Motion by Paszak, second by Pederson to approve filling the Deputy Register of Deeds I vacancy. Roll call vote taken with Holewinski and Cushing voting nay and Paszak, Pederson and Fried voting aye. Motion passes with a 3 to 2 vote.

**STARTING WAGES FOR NON-EXEMPT EMPLOYEES**

Lisa Charbarneau told the Committee that she had requests from department heads wanting to be able to start new hires at a higher wage rate. After some discussion the Committee said they planned on looking at wages, merit pay, etc. in the future.

Motion by Paszak, second by Fried to leave the policy as is and start new hires at the starting rate. All ayes; motion carried.

**EXECUTIVE SESSION**

Motion by Holewinski, second by Paszak adjourn into closed session pursuant to section 19.85(1) (c), (f), & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) 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, (3) 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: Personnel Matters)

Discussion held in closed session.

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

There was no action taken during the above closed session.

April 25, 2012

Page 3

**WELLNESS/HEALTH UPDATES**

Linda Herrmann informed the Committee that GHT was sponsoring a 2012 fitness challenge and the County has 12 teams entered.

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

May 09 9:00

May 23 9:00

**FUTURE AGENDA TOPICS**

Wage Steps

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

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

Meeting adjourned at 11:30 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary