

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

May 23, 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); Brian Desmond (Corp. Counsel); Jeff Hoffman (Sheriff Dept.); Joe Brauer (Airport); Paul Spencer (Social Services); Dianne Jacobson (DOA); Jean Hansen (Land & Water Conservation); Erica Brewster, Kerri Ison (UW Extension); Tom Rudolph, Bob Martini (Supervisors)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Pederson to approve the minutes of May 09, 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.

LINE ITEM TRANSFER

Motion by Holewinski, second by Pederson to approve line item transfer as presented. All ayes; motion carried.

ONEIDA COUNTY AIRPORT SHARED STAFFING PILOT PROGRAM

Joe Brauer came before the Committee to explain that they have pending layoffs for 3 employees due to scheduling of Great Lakes Airlines. He suggested the possibility of these employees as fill-ins for Oneida County versus layoffs and possibly doing a pilot program for 3 months or whatever would work for the County.

Ted Cushing recommended that the Highway, Solid Waste, Forestry and Human Resource Director get together to discuss the needs of the County and bring this back to the Committee.

DOA SECRETARY I VACANCY REVIEW APPEAL

Dianne Jacobson came before the Committee to ask to fill her Secretary I position that is retiring in June. She explained that they had reduced the Account Clerk II position to 50% and gave the remaining duties to the Secretary I position whom will receipt all money, track meals, etc. and is the only clerical person in the department. This position is 40% state grant funded and 60% tax levy and it used to be 100% tax levy.

Motion by Holewinski, second by Pederson to approve filling the Secretary I position as presented and waive the 6-month waiting period. All ayes; motion carried.

SOCIAL WORKER VACANCY REVIEW EXTENSION

Paul Spencer explained to the Committee that his Social Worker position became vacant in February and his 6-month vacancy review would be up in August. He would like to extend the vacancy to see what impact the ADRC will have on his department.

Motion by Holewinski, second by Paszak to extend the Social Worker vacancy review to October 1st. All ayes; motion carried.

SOCIAL SERVICES TYPIST II VACANCY REVIEW

Paul Spencer told the Committee that this position as been vacant since January and the vacancy review is due in June. He would like to extend this vacancy one more month and bring his recommendation to his committee in June and LRES in July.

Motion by Fried, second by Pederson to extend the Typist II vacancy for one additional month as explained in item #9 of the agenda today. All ayes; motion carried.

CHILD SUPPORT SPECIALIST VACANCY REVIEW APPEAL

Spencer reported to the Committee that this is highly skilled position and handles about 900 cases. This position is not on the tax levy and he is requesting that they waive the 6-month vacancy and start recruiting. It will still be a minimum of 6-8 weeks to fill it.

Motion by Paszak, second by Pederson to approve waiving the 6-month waiting period for the Child Support Specialist position. All ayes; motion carried.

UW EXTENSION/LAND & WATER CONSERVATION RE-ORGANIZATION

Erica Brewster came before the Committee to present her committee's plans for the UW Extension/Land & Water Conservation reorganization. She explained the positions and their funding. They would like to make the Secretary III position into an Office Manager position to oversee the clerical positions of Secretary I, .8 FTE & 1.0 FTE. This would streamline administration. They would like to create and fill the vacated position of County Conservationist and the vacant CNRED position in the UW Extension. By creating the County Conservationist position they could get their DATCAP state funding back.

Margie Sorenson stated that they budgeted \$122,000 and are only receiving \$84,000 from the State. Brewster said they would be receiving \$105,000 and would not fill the position until the end of 2012. Brewster explained that she was not coming with a cost savings today but with services to the

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community. She was not looking for a motion on the reorganization today only on the CNRED and County Conservationist positions.

**COMMUNITY NATURAL RESOURCES & ECONOMIC DEVELOPMENT (CNRED)
AGENT VACANCY REVIEW**

Brewster explained that this position is a 60/40 split with the State paying 60% and the County paying 40% of the position.

Motion by Paszak, second by Pederson to fill the CNRED vacancy as long as the 60/40 funding stays in place. All ayes: motion carried.

COUNTY CONSERVATIONIST POSITION

Motion by Pederson, second by Paszak to approve the creation of a County Conservationist to meet timeline for DATCAP and as long as funding continues. All ayes; motion carried.

LAND & WATER SECRETARY I VACANCY REVIEW APPEAL

Brewster told the Committee that due to a retirement in May this position was vacant. She further explained that their .8 FTE took another position because it was full-time. She explained that if she could have the full time position she would stay in the department.

Motion by Holewinski, second by Paszak to fill the Land & Water Secretary I position as presented and waive the 6-month waiting period. All ayes; motion carried.

PROTECTED NON-REP WRS CONTRIBUTIONS

Sheriff Hoffman came before the Committee saying that at the last meeting this item was to be tabled for additional information and instead they went ahead and took out the WRS contribution.

Sorenson stated this was implemented according to the handout.

SHERIFF NON-REP UNIFORM ALLOWANCE

Sheriff Hoffman requested that the non-reps receive the same uniform allowance as the deputies received in their contract.

Motion by Pederson, second by Fried to increase the 5 Sheriff non-rep employees uniform allowance to the same as the Deputies. All ayes; motion carried.

POTENTIAL CHANGES TO NON-REPRESENTED WAGE SCHEDULE

Motion by Cushing, second by Holewinski to postpone this agenda item to another meeting.

WELLNESS/HEALTH UPDATES

Lisa Charbarneau reported on the NACO savings report.

OUT-OF-COUNTY TRAVEL

Lisa Charbarneau reminded the Committee that the seminar "The Budget Repair Bill: One Year Later" was being held on Monday, June 25th if anyone was interested in attending.

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FUTURE MEETING DATES

June 13	9:00
June 27	9:00
July 11	9:00
July 25	9:00

FUTURE AGENDA TOPICS

Wage Steps

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 10:58 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary