

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

June 28, 2012

CALL TO ORDER

Chairman Cushing 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: 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); Linda Conlon (Public Health); Paul Spencer (Social Services); Lynn Grube (ITS); Charlie Evenhouse (Solid Waste); Jeff Hoffman (Sheriff)

APPROVE AMENDED AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Paszak to approve the minutes of June 13, 2012 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

ASSISTANT TOBACCO COORDINATOR/HEALTH EDUCATOR

Linda Conlon came before the Committee to explain that the grant they had received to increase the Assistant Tobacco Coordinator/Health Educator from 53% to 77% had ended on May 31st. She is asking to decrease the position from 77% back to 53%.

Motion by Paszak, second by Fried to approve the reduction of hours for the Assistant Tobacco Coordinator/Health Educator from 77% to 53%. All ayes; motion carried.

LTE ENVIRONMENTAL TECHNICIAN POSITIONS

Linda Conlon explained to the Committee that their Sanitarium program is very busy and they could use another sanitarian, but they have no money. She stated that there are so many events on the weekends that they can't meet the needs with only two sanitarians. She is requesting three LTE's, currently working for Vilas County, for 100 hours total to help with Saturday events. They will be paid through the Sanitarian Program which includes license fees, DNR water sampling, etc.

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Motion by Holewinski, second by Pederson to approve three LTE Environmental Technicians up to a total of 100 hours to assist the Sanitarians on weekend events. All ayes; motion carried.

PUBLIC HEALTH NURSE INCREASE FROM 80% TO 100%

Linda Conlon came before the Committee to request increasing her 80% Public Health Nurse to 100% to help the Sanitarians with overwhelming summer inspections. This is not tax levy funded and will be funded through the Sanitarian Program and Public Health revenue. It will be for 7-1/2 hours a week for twelve weeks.

Motion by Pederson, second by Holewinski to approve increasing the 80% Public Health Nurse to 100% unless funding runs out. All ayes; motion carried.

SOCIAL SERVICES TYPIST II VACANCY REVIEW

Paul Spencer informed the Committee that the typist II position had been vacant for six months. He felt they could not eliminate the position, but could reduce to 3 days a week or a 60% position. This position is funded 60% by State/Federal funds and 40% County tax levy. This would provide an estimated \$12,465.26 County tax levy savings.

Motion by Holewinski, second by Pederson to approve filling the Typist II position at 60% as presented. All ayes; motion carried.

SOCIAL WORKER VACANCY REVIEW

Paul Spencer explained to the Committee that due to an employee leaving they have a vacant Social Worker position. He also explained that they are violating a contract that requires so many social workers to be on hand.

Motion by Paszak, second by Pederson to approving filling the Social Worker vacancy. All ayes; motion carried.

ANNUAL ICE CREAM SOCIAL

Linda Herrmann explained that this is held annually through our Employee Recognition Program to recognize employee's hard work and dedication.

Motion by Fried, second by Paszak to approve the Ice Cream Social on August 15. All ayes; motion carried.

CALL TIME/COURT TIME

Lisa Charbarneau reported to the Committee that she met with Margie Sorenson and Lynn Grube to discuss call time pay. They were suggesting that Building & Grounds and ITS employees that carried pagers be paid \$20 a day per week day and \$40 a day for weekends. If they are called into work they would receive 2 hours minimum pay within a 24 hour period. If they can handle the problem over the phone, they will be paid for actual time on the phone.

Billy Fried expressed that the department should focus on trying to resolve, not increase costs. We should not pick and choose where to be different at the taxpayer's expense. Some things come with responsibilities, can't always want to reward people.

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Motion by Paszak, second by Holewinski to increase pager pay for Buildings & Grounds and ITS as presented with \$20/day for work week and \$40/day for weekends. Motion passed on a 4-1 vote with Fried voting nay.

NON-REPRESENTED WAGE SCHEDULE

Lisa Charbarneau explained to the Committee that Margie Sorenson had put together a spreadsheet reducing the two top steps and the two bottom steps of the non-rep wage schedule as requested. Margie told the Committee that 3 steps had been added in the past to replace longevity pay that was taken away.

Charbarneau reported that at a meeting they attended on Monday they were looking at pay studies adding in private sector data and looking at jobs as categories, certain level of duties.

Ted Cushing told the Committee that on Friday the President from the Oldenburg Group was doing a presentation for the Transition Committee on a pay plan that their employees developed. He stated that we needed to explore some things and we should keep this on the agenda.

EXECUTIVE SESSION

Motion by Holewinski, second by Pederson to 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 Fried 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.

WELLNESS/HEALTH UPDATES

Linda Herrmann informed the Committee that Oneida County had teams in first and second place in the Group Health Trust 2012 fitness challenge with over 200 teams. Flabulesly Fit is in first place with Buns 'n Guns in second place.

OUT-OF-COUNTY TRAVEL

None

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FUTURE MEETING DATES

July 11	9:00
July 25	9:00
August 8	9:00
August 22	9:00

FUTURE AGENDA TOPICS

Non-rep Wage Steps

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 11:45 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary