

**JOINT LABOR RELATIONS/EMPLOYEE SERVICES &
CONSERVATION AND UWEX EDUCATION COMMITTEE
MINUTES**

July 25, 2012

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in committee room #2 of the Oneida County Courthouse. Chairman Rudolph called the Conservation and UWEX Education Committee to order at 9:02 a.m. 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: Billy Fried, Carol Pederson, Ted Cushing, Scott Holewinski and Sonny Paszak.

LRES COMMITTEE MEMBERS ABSENT: None

CONSERVATION & UWEX EDUCATION COMMITTEE MEMBERS PRESENT: Tom Rudolph, Jim Intrepidi, Bob Mott, Bob Martini and Greg Berard.

CONSERVATION & UWEX EDUCATION COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Charlie Evenhouse (Solid Waste); Kris Ostermann (Treasurer); Erica Brewster, Kerri Ison (UW Extension); Jean Hansen, Michelle Sadauskas (Land Conservation); Clint Zimbeck (FSA Representative) Jack Young (GHT Board Member)

APPROVE AGENDA

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

Motion by Mott, second by Martini of the Conservation & UWEX Education Committee to approve the joint agenda for the present meeting. All ayes; motion carried.

UW EXTENSION/LAND & WATER CONSERVATION REORGANIZATION

Lisa Charbarneau explained that as a group, Erica Brewster, Margie Sorenson and she came up with three options for the department and the costs associated with each option. Erica Brewster explained the three options to the committees. Option A was to have Land Conservation as a separate department and create a County Conservationist position and keep the other current positions of Conservationist Specialist, AIS Coordinator and clerical staff at an increase on the tax levy of \$41,834. Option B is to keep it as it currently is and combine Land Conservation with another department other than the UW Extension at an increased tax levy of \$2,562. Option C is to have Land Conservation as a separate department from UW and create a County Conservation position to be the department head and eliminate the Conservation Specialist position and share support staff with UW at an increased tax levy of \$2,562.

Motion by Paszak, second by Pederson to approve option "C" and forward on to County Board. All ayes; motion carried.

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Motion by Berard, second by Mott to adjourn the joint meeting at 10:10 a.m. All ayes; motion carried.

The LRES Committee continued with the remainder of their agenda.

Motion by Holewinski, second by Paszak to approve the minutes of June 28, 2012. All ayes; motion carried.

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

SOLID WASTE ACCOUNT TECHNICIAN VACANCY REVIEW APPEAL

Charlie Evenhouse came before the Committee to propose reducing the account technician position from 100% to 60% and to ask that the position be waived of the 6-month vacancy review.

Motion by Holewinski, second by Paszak to waive the vacancy review and reduce the account technician from 100% to 60%. All ayes; motion carried.

RESOLUTION; SOLID WASTE ACCOUNT TECHNICIAN FROM 100% TO 60%

Motion by Fried, second by Paszak to approve the resolution to reduce the account technician to 60% and forward to County Board for their approval. All Ayes; motion carried.

SOLID WASTE SCALE OPERATOR LTE REQUEST

Lisa Charbarneau explained that the account technician filled in for the scale operator and that by reducing the account technician to 60% Charlie would like to request a 40% LTE scale operator for 780 hours for a cost savings of \$3300.

Motion by Fried, second by Paszak to approve the 40% LTE scale operator position. All ayes; motion carried.

2013 TREASURER LTE STAFFING REQUEST

Kris Ostermann came before the Committee to request dropping her LTE from 260 hours down to 240 hours for 2013.

Motion by Paszak, second by Pederson to approve the 2013 Treasurer LTE for 240 hours. All ayes; motion carried.

SOCIAL WORKER VACANCY REVEIW

Lisa Charbarneau explained to the Committee that there had been a lot of turnover in the department in the last year. This vacancy was the result of a social worker moving closer to home.

Motion by Holewinski, second by Pederson to approve replacing the certified social worker as presented. All ayes; motion carried.

RESOLUTION: SOCIAL SERVICES TYPIST II POSITION FROM 100% TO 60%

Motion by Pederson, second by Paszak to approve the resolution to reduce the Social Services typist II position to 60%. All ayes; motion carried.

RESOLUTION: PUBLIC HEALTH NURSE TO 100%

Motion by Holewinski, second by Paszak to approve the resolution to increase the Public Health Nurse 80% position to 100% provided funding is supplied by grants. All ayes; motion carried.

HEALTH INSURANCE PLAN WITH JOHN YOUNG/GHT BOARD MEMBER

John Young provided the Committee with a short background on the GHT (Group Health Trust) Board stating that it was started in 1991 and is a 14 person board. It is very unique in that they do not say here is our plan, but rather what do you need? They then hire the people to administer it.

He then explained to the Committee what Eau Claire County was doing with their health insurance plan. Everyone is required to have a physical. If you get a physical and are on the single plan, you pay \$50 less per month. If you are on the family plan and you and your spouse get physicals your insurance is \$100 less per month. You have to have the physical in the prior year with a form your doctor has to sign.

Young also provided information from Langlade County where Aegis made their health department a provider for the whole county. The health department submits the claims to the insurance company, providing an easier option for employees.

DEPARTMENT INFORMATION DOCUMENT

Lisa Charbarneau came before the Committee with the DID she prepared for the LRES department to approve.

Motion by Paszak, second by Pederson to approve the DID as presented and forward on to County Board. All ayes; motion carried.

HEALTH REIMBURSEMENT ACCOUNT & FLEXIBLE SPENDING ACCOUNT REQUEST FOR PROPOSALS.

Charbarneau requested that the Committee approve taking bids for the HRA/Flexible Spending accounts.

Motion by Holewinski, second by Paszak to request proposals as discussed for the HRA & FSA accounts. All ayes; motion carried.

2013 STAFFING REQUESTS

Charbarneau presented two forms for the 2013 staffing requests. New positions would use the long form and grant or LTE positions would use the short form.

Motion by Paszak, second by Pederson to distribute the 2013 staffing request as presented. All ayes; motion carried.

2013 LTE WAGE SCHEDULE

Motion by Paszak, second by Holewinski to use the wage schedule for 2012 as presented for 2013. All ayes; motion carried.

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WELLNESS/HEALTH UPDATES

Linda Herrmann came before the Committee to request a \$20 incentive for employees and spouses on our health insurance to participate in the HRA (Health Risk Assessment) screening the end of August. This money was reimbursed last year by our insurance company for wellness initiatives and will be submitted again this year.

Motion by Paszak, second by Cushing to approve a \$20 per person incentive for the HRA.
All ayes; motion carried.

OUT-OF-COUNTY TRAVEL

None

MEETING DATES

August 08	9:00 a.m.
August 22	9:00 a.m.
September 12	9:00 a.m.
September 26	9:00 a.m.

FUTURE AGENDA TOPICS

Non-rep Steps

PUBLIC COMMENT

None

ADJOURNMENT

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

Meeting adjourned at 11:17 a.m.

Ted. Cushing, Chairman

Linda Herrmann, Committee Secretary