

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

November 28, 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: Carol Pederson, Ted Cushing, Sonny Paszak, Scott Holewinski and Billy Fried (Arrived at 9:10)

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Margie Sorenson (Finance); Mary Bartelt (County Clerk); Kris Ostermann (Treasurer); Brenda Behrle (Clerk of Courts); Jeff Hoffman, Kaye Juel (Sheriff Dept.); Marcus Nesemann (Northwoods River News); Jack Young (GHT Liaison)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Paszak, second by Pederson to approve the minutes of November 14, 2012 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

2011 WRS DEDUCTIONS FOR ELECTED OFFICIALS

Kris Ostermann explained that they were bringing this issue back to the Committee to be reimbursed for the 2011 WRS deduction. The Sheriff was paid out and now they wanted to be paid out. This affects four people: Register of Deeds, County Clerk, Clerk of Courts and Treasurer.

Mary Bartelt said that it was left open from a previous meeting on this particular case in Eau Claire County and the Judge ruled against the County.

Lisa Charbarneau confirmed that it was in the minutes and that she recently talked to Eau Claire County on the status of that ruling and they are appealing that decision.

Margie Sorenson explained that this was for August to December 2011 and amounted to about \$4000.

Ted Cushing asked Margie Sorenson to look into the matter and come back with more information.

SERVICE AWARDS

Lisa Charbarneau reported to the Committee that the department heads would like to do the service awards on a monthly basis with their Committee of Jurisdiction. They thought it would be more personal and more employees would attend.

Motion by Paszak, second by Fried to change policy on service awards as presented at Committee of Jurisdiction instead of presentations at County Board. All ayes; motion carried.

EXECUTIVE SESSION

Motion by Holewinski, second by Fried 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, Leave of Absence, Assistant Public Health Director Wages) Roll call vote taken with all voting in the affirmative. Motion carried.

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.

The following motions were made in the above closed session and announced in open session:

Motion by Paszak, second by Pederson to approve the Letter of Agreement as presented. Roll call vote taken with all voting in the affirmative; motion carried.

Motion by Paszak second by Holewinski to approve extending a leave of absence for a Department on Aging employee until the next LRES meeting on December 12, 2012. Roll call vote taken with all voting in the affirmative; motion carried.

Motion by Holewinski, second by Pederson to approve a leave of absence as presented for a Department on Aging employee. Roll call vote taken with all voting in the affirmative; motion carried.

EMPLOYEE HANDBOOK: CLOTHING ALLOWANCE

Kaye Juel explained to the Committee that she has an employee that was a couple days short of receiving their clothing allowance. She was asking to have the clothing allowance pro-rated like the deputies do in their contract.

Lisa Charbarneau commented that everyone should be handled the same. Currently, if you run short by a week you could lose a whole years allowance.

Motion by Fried, second by Pederson to pro-rate clothing allowance and change in employee handbook. All ayes; motion carried.

November 28, 2012

Page 3

FAMILY COURT COMMISSIONER

Lisa Charbarneau will contact Judges to attend the next LRES meeting on December 12, 2012 to discuss this topic.

WELLNESS/HEALTH UPDATES

The Committee reviewed the 2012 In-Service Day costs provided by Jennifer Lueneburg, Health Enhancement Coordinator.

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

December 12 9:00 a.m.

FUTURE AGENDA TOPICS

Outstanding Paperwork Issues
Review Wages – Closed Session
Health Insurance at Retirement

PUBLIC COMMENTS

Billy Fried mentioned that they would like to do light refreshments sponsored by the County Board members for all employees after December County Board.

ADJOURNMENT

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

Meeting adjourned at 10:37 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary