

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 13, 2013

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, Billy Fried, Ted Cushing, Sonny Paszak and Scott Holewinski.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Margie Sorenson (Finance); Freeman Bennett (Highway); Traci Running (Clerk of Courts); Linda Conlon (Public Health); Erica Brewster, Nancy Gehrig, Terri Angell (UW Extension)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Holewinski, second by Pederson to approve the minutes of January 09, 2013 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

FAIR SECRETARY LTE REQUEST

Erica Brewster told the Committee that last year when the fair coordinator retired they budgeted to have another fair coordinator. Nancy Gehrig, the new fair coordinator offered to volunteer rather than take the paid position. That gave them the opportunity for the Conservation & UW Extension Committee to approve a volunteer fair coordinator and a paid fair treasurer and secretary at a lower pay scale than the fair coordinator.

Motion by Paszak, second by Holewinski to approve the fair secretary and refunding of the money budgeted for the fair coordinator. All ayes; motion carried.

CLERK OF COURT LTE REQUEST

Lisa Charbarneau explained to the Committee that the Clerk of Courts will have an employee out on family medical leave and another employee out on maternity leave leaving the department short staffed. They are requesting a LTE deputy clerk for approximately 4 months at a wage rate of \$15

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per hour. This is a sworn position and they are looking at a retiree to come back that is familiar with the work.

Motion by Holewinski, second by Cushing to approve an LTE deputy clerk as presented. All ayes; motion carried.

CREATE MECHANIC/OPERATOR I POSITION AT HIGHWAY DEPARTMENT

Freeman Bennett came before the Committee to request the creation of a mechanic/operator I position at the highway department. They currently have a mechanic position that has been vacant for 13-1/2 months and an operator I position due to the employee recently taking a management position. They now have 2 mechanics to take care of 54 pieces of equipment. They have taken over servicing the Sheriff Department squads, County ambulances, Medical Examiner and Solid Waste vehicles. Bennett would like to eliminate the vacant mechanic and operator I positions and create two highway mechanic/equipment operator I positions. These employees could work either in the shop or on the crew as needed.

Motion by Paszak, second by Fried to approve the creation of 2 mechanic/operator I positions as presented. All ayes; motion carried.

RESOLUTION: MECHANIC/OPERATOR I POSITION

Motion by Holewinski, second by Pederson to approve the resolution to create 2 mechanic/operator I positions and forward to County Board for consideration. All ayes; motion carried.

WCA LEGISLATIVE CONFERENCE UPDATE

Ted Cushing told that Committee that he, Brian Desmond, Carol Pederson, Lisa Charbarneau and David Hintz attended the conference. He stated that Kyle Christianson of the WCA gave a presentation on the process of the state budget. He has asked him to give a shorter version of the presentation to County Board. They also heard presentations of hackers that were very eye-opening and steps to take for security. Act 10 Colas case was also discussed and that the federal court is supporting it. All we can do is sit and hope it gets resolved.

EXECUTIVE SESSION

Motion by Holewinski, second by Pederson to adjourn into closed session pursuant to section 19.85(1) (c), (e), (f), & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session; and, (3) 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, (4) 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, Assistant Public Health Director Wages & Negotiations) Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

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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 motion was made in the above closed session and announced in open session:

Motion by Holewinski, second by Pederson to approve the Assistant Public Health Director wage rate at Grade Level 13, Step 2 and do an evaluation after 6 months to move to Step 3 if established goals have been met. Roll call vote taken with Holewinski, Pederson, Paszak and Cushing voting aye and Fried voting nay. Motion carried.

EMPLOYEE HANDBOOK: HEALTH BENEFITS AT RETIREMENT

Lisa Charbarneau explained to the Committee that they needed to change some wording in the Employee Handbook to clarify the health benefits at retirement.

Motion by Holwinski, second by Pederson to amend the handbook as presented based on the intent of the Committee. All ayes; motion carried.

EMPLOYEE SERVICE AWARDS

Ted Cushing shared with the Committee an email he had received from Supervisor Bob Mott. The email stated he had been contacted by an employee wondering why the procedure for recognizing employees had changed.

Cushing explained that it was the consensus of the department heads after talking to their employees to recognize employees for their years of service at the Committee of Jurisdiction level rather than at County Board.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

February 27	9:00 a.m.
March 13	9:00 a.m.
March 27	9:00 a.m.

FUTURE AGENDA TOPICS

LTE – Affordable Health Care/Obama Care
Email List – Just Cause

PUBLIC COMMENTS

None

ADJOURNMENT

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

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Meeting adjourned at 10:48 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary