

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 28, 2013

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 2:00 p.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); Sheriff Grady Hartman, John Sweeney (Sheriff Dept.); Candy Sorenson, Bob Metropulous (Supervisors); Marcus Neemann (Northwood's River News); John Jefferson, Dennis O'Brien (Citizens)

APPROVE AGENDA

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

BILLS & VOUCHERS

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

SERGEANT VACANCY REVIEW

Sheriff Hartman explained that due to his appointment to sheriff that created a vacant sergeant position on the night shift. He stated they would promote from within which would create a deputy vacancy.

Lisa Charbarneau told the Committee this position was in the budget and would be filled according to union contract.

Motion by Paszak, second by Holewinski to approve filling the vacant sergeant position in the Sheriff's Department as presented. All ayes; motion carried.

DEPUTY SHERIFF VACANCY REVIEW

Sheriff Hartman told the Committee they have already started recruitment on a deputy eligibility list as it is a long process. They have to go through a written exam, agility testing, oral interview and field training.

Motion by Pederson, second by Holewinski to approve filling the vacant deputy sheriff position as presented. All ayes; motion carried.

CORRECTIONS OFFICER VACANCY REVIEW

Sheriff Hartman told the Committee that Corrections Officer Scott Ridderbusch had accepted a position in the Land Information Department in the courthouse creating the vacancy. He would like to start an open recruitment for the vacant position.

Lisa Charbarneau explained they had previously downsized two positions and need to fill this position because of jail requirements.

Motion by Holewinski, second by Paszak to approve filling the Correction Officer position as presented. All ayes; motion carried.

JAIL ADMINISTRATOR VACANCY REVIEW

Sheriff Hartman stated the Jail Administrator was not a fun one to approach filling due to the circumstances of the vacancy. They would like to do an open recruitment.

Motion by Fried, second by Pederson to approve filling the Jail Administrator position as presented. All ayes; motion carried.

IMPARTIAL HEARING OFFICER OPTIONS

Lisa Charbarneau reminded the Committee that at the last meeting they took away the LRES Committee as being the Impartial Hearing Officer designated in the grievance policy. The Committee had asked her to look into other possibilities for the Impartial Hearing Officer. She suggested the use of other county human resource directors at no cost, but they could request for her to do the same for their county. Another recommendation was to use retired Judge Kinney or Judge Vocke. Vilas County has used Vocke and Oneida County has the same grievance policy.

Candy Sorenson expressed that the word “impartial” was used 40 times in the grievance policy and there are a lot more options outside of county government and that an Impartial Hearing Officer is extremely important.

Dennis O’Brien wanted to know if there was any reason the WERC was not considered.

Charbarneau stated she would be happy to bring back cost estimates for the WERC to participate.

Motion by Fried, second by Paszak to appoint Judge Vocke as the Impartial Hearing Officer for the Oneida County Grievance Policy. All ayes; motion carried.

EMPLOYEE HANDBOOK: CONTINUOUS SERVICE DEFINITION

Item tabled until next meeting.

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

February 28, 2013

Page 3

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, Negotiations)

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.

There were no motions made during the above closed session.

WELLNESS/HEALTH UPDATES

Linda Herrmann informed the Committee that the health enhancement coordinator was working on a new spring challenge.

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

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

FUTURE AGENDA TOPICS

Discussion of pool candidates for Impartial Hearing Officer.

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 2:57 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary