

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

April 24, 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); Mary Bartelet (County Clerk); Brenda Behrle (Clerk of Courts); Karl Jennrich (Planning & Zoning); Grady Hartman, Keith Fabianski (Sheriff Dept.); Candy Sorenson, Bob Martini (Supervisors); Mark Nesemann (Northwood's River News); Dennis O'Brien (Citizen)

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 April 09, 2013 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

2014 LRES BUDGET PRIORITIES

Lisa Charbarneau reminded the Committee that the Administrative Committee sent a letter to department heads requesting two top priorities for the 2014 budget. She thought the top priorities for the LRES department would be wage increases/wage study and insurance costs.

ACT 10 UPDATE

Brian Desmond said they are waiting for an injunction on the Dane County ruling; the saga continues.

The consensus was to move forward and not wait for a decision by the courts.

COURT OF APPEALS DECISION: ELECTED OFFICIALS COMPENSATION

Brian Desmond explained to the Committee that the Court of Appeals overturned a decision in Eau Claire County regarding adjusting of fringe benefits for elected officials. The statute protects only salaries and fees. He stated it would probably get appealed, but nothing has been filed yet. He stated he had to do more research on the Sheriff's protective status but we should take WRS contributions from the other elected officials.

Margie Sorenson stated that we are currently withholding WRS contributions with the exception of the Sheriff and the Clerk of Courts.

Ted Cushing asked Sorenson to have the numbers for our next meeting and they will make a recommendation at that time.

COURT OF APPEALS: HEALTH INSURANCE PLAN DESIGN

Lisa Charbarneau updated the Committee on a Court of Appeals decision that prohibits bargaining of the health insurance plan design including out-of-pocket costs to employees.

COMMITTEE MINUTES DEADLINE

Lisa Charbarneau expressed to the Committee that there were some issues with the process and some concern with the draft minutes resolution. Some departments share staff for backup and didn't know if they could provide the backup due to the timeframe for the draft minutes to be posted. There also were issues with legal claims if things were changed from the draft to the approved minutes.

Desmond said the draft doesn't have to match the approved minutes. It is a starting point and not an ending point.

Karl Jennrich stated that minutes were not a priority in his department. They have to get permits, sanitary inspections and notices out. They have had minutes 8 months out. Our Committee wants our minutes verbatim due to decisions.

Candy Sorenson said she understood and that all that was need was the motion/results. You could flush it out afterwards. Keep it routine. Twenty-three counties around us do drafts.

Desmond stated that 10 days means 10 calendar days. If that ended up being a closure day they could extend it to the next open day.

Cushing said a letter from Corporation Counsel should be sent to each department outlining the draft minutes procedure.

EMPLOYEE HANDBOOK REVIEW

Lisa Charbarneau told the Committee that this needed to be a future agenda topic as the department heads were going to review the handbook with their staff and see if there were any issues.

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Motion by Fried, second by Paszak to move the employee handbook review to a future agenda item after staff had a change to discuss. All ayes; motion carried.

WAGE STUDY

Lisa Charbarneau reminded the Committee they had made a motion to go with Carlson/Dettman for the wage study. The goal was to bring all the employees onto one wage schedule and also to bring in the private sector.

Bob Martini said that the state of Wisconsin has gathered that information over the years.

Charbarneau stated that she would prefer to work with a firm that has done this. It is a huge undertaking and we want to make it fair with good data.

Cushing said it is important that the study has validity.

Motion by Paszak, second by Holewinski to go back and gather additional data and get an updated proposal from Carlson/Dettman to include benefits. All ayes; motion carried

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 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. Pursuant to section 19.82 (1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats.; and, (2) 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: Negotiations)

Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Pederson, second by Paszak to return to open session. Roll call vote taken with all voting in the affirmative; motion carried.

There were no motions announced in open session.

2013 WAGE INCREASE

The Committee will try to meet with the Non-sworn, Nurse's and Social Worker's at the next meeting to bargain a 2013 wage increase.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

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FUTURE MEETING DATES

May 08	9:00 a.m.
May 22	9:00 a.m.
June 12	9:00 a.m.
June 26	9:00 a.m.

FUTURE AGENDA TOPICS

Obama Care – Exclusion for Prisoners
Update from Kim Hurtz

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 10:39 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary