

# **LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**

**July 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); Margie Sorenson (Finance); Grady Hartman, Ken Kortenhof, Sherri Congleton (Sheriff Dept.); Paul Spencer, Amy Mayo (Social Services); Jonathan Anderson (Lakeland Times)

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Pederson, second by Holewinski to approve the minutes of June 26, 2013 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.

## **EXECUTIVE SESSION**

Motion by Fried, second by Holewinski to adjourn into closed session pursuant to section 19.85(1) (c) & (g), Wis Stats., to: (1) consider employment, promotion, compensation or performance evaluation data of an Oneida County employee; 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: E911 Manager Wage Rate and Personnel Matters)

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.

The follow motion was announced in open session:

Motion by Holewinski, second by Pederson to start the E911 Program Manager at Grade Level 11, step 4 to be reviewed in 6 months per performance evaluation to move to step 5. Roll Call vote taken with Fried and Pederson voting nay and Paszak, Holewinski and Cushing voting aye; motion carried.

**INCOME MAINTENANCE CENTRAL CONSORTIUM STAFFING**

Paul Spencer came before the Committee to request the creation of two new Income Maintenance positions for compliance with the implementation of the Affordable Care Act. He stated it is estimated there will be 2200 new applications spread over the four county consortium. The two positions will be funded with non-county tax levy funding and will terminate upon the loss of State and Federal funding.

Motion by Paszak, second by Pederson to approve creating two Income Maintenance Positions as requested by Social Services. All ayes; motion carried.

**RESOLUTION: CREATE ECONOMIC SUPPORT SPECIALIST POSITIONS.**

Motion by Holewinski, second by Fried to approve the resolution to create two economic support specialist positions and forward to County Board for their approval. All ayes; motion carried.

**SOCIAL WORKER VACANCY REVIEW**

Paul Spencer told the Committee that he had a Long Term Care worker leave to work with the tribes and he needed to fill this revenue generating position as soon as possible.

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

**GRIEVANCE PROCEDURE: DISTRIBUTION OF COSTS**

Lisa Charbarneau reported to the Committee that other counties were passing on costs to employees for filing grievances. She stated no one was charging more than half of what the WERC charges.

Holewinski commented that the taxpayer was paying a big portion of the cost.

Motion by Holewinski, second by Pederson moving forward from this date to charge a fee of \$250 for a grievance that goes to an Impartial Hearing Officer. All ayes; motion carried.

**BACKGROUND CHECKS FOR COUNTY EMPLOYEES**

Charbarneau explained that at a recent meeting she attended they discussed background checks for new hires. We should not take for granted that what people put on their applications is completely correct. We have people working at parks that are exposed to children and we have people working with the elderly.

Motion by Fried, second by Holewinski to instruct LRES to adopt a policy of requiring all new hires to be reviewed by a formal background check. All ayes; motion carried.

**UW-EXTENSION/LAND & WATER CONSERVATION WORK GROUP UPDATE**

There will be a meeting on August 30<sup>th</sup> and there is no update at this time.

**AFFORDABLE HEALTH CARE UPDATE**

Margie Sorenson informed the Committee that the employer mandate has been postponed for a year. She stated a lot of employers will be going down to 30 hours per week.

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**WORKER'S COMPENSATION REPORTS/SAFETY**

Charbarneau informed the Committee that the Administration Committee had requested a Worker's Compensation report as part of Risk Management. She is working on the report which will include department, injury and prevention.

**CARLSON DETTMANN CONTRACT**

Charbarneau reported that Brian Desmond had reviewed the contract and that it is ready to sign.

**2014 LTE WAGE RATES**

Lisa Charbarneau told the Committee that there had been no adjustment to LTE wage rates for sometime and they needed to set the rates for 2014.

Motion by Holewinski, second by Paszak to accept the 2014 LTE wage rates the same as 2013 with no increase as presented. All ayes; motion carried

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

Lisa Charbarneau requested to attend the WCA seminar entitled "Wisconsin Act 10 After Two Years" being held in Stevens Point on Monday, August 26<sup>th</sup>.

Motion by Holewinski, second by Paszak to approve Pederson and Charbarneau to attend the WCA seminar on August 26<sup>th</sup> in Stevens Point. All ayes; motion carried.

**FUTURE MEETING DATES**

August 07	9:00 a.m.
August 28	9:00 a.m.

**FUTURE AGENDA TOPICS**

Affordable Health Care Act

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

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

Meeting adjourned at 10:35 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary