

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

September 11, 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, (Sheriff Dept.); Paul Spencer (Social Services); Erica Brewster (UW Extension); Jean Hansen (Land Conservation); Larry Mathein (Medical Examiner); Karl Jennrich (Planning & Zoning); Kris Ostermann (Treasurer); Kathy Belliveau (Branch I); Deb Shawl (Branch II); Brenda Behrle (Clerk of Court); John Bilogan (Forestry); Tammy Walters (Veteran Services); Linda Conlon (Public Health); Dianne Jacobson (Dept. on Aging); Candy Sorenson, Bob Martini, Bob Mott, (Supervisor); Kim Hurtz (Aegis); Jonathan Anderson (Lakeland Times)

APPROVE AMENDED AGENDA

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

APPROVE MINUTES

Motion by Pederson, second by Holewinski to approve the minutes of August 28, 2013 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

SOCIAL WORKER VACANCY REVIEW

Paul Spencer reported to the Committee that an employee on family medical leave could not return to work and he was requesting to fill this position. He also presented his 2014 non-tax levy positions.

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

Motion by Cushing, second by Paszak to accept the 2014 non-tax levy positions as presented. All ayes; motion carried.

2014 STAFFING REQUESTS:

LAND & WATER CONSERVATION

Jean Hansen came before the Committee to request three LTE AIS Project Assistants. She said they will be funded through a DNR grant.

Motion by Holewinski, second by Paszak to approve three LTE AIS Project Assistants as presented contingent on receiving a full funded 100% grant. All ayes; motion carried.

Hansen also requested to restore the Conservation Specialist position. She stated things were not getting done. The role of the Conservation Specialist was all technical work and the County Conservationist was responsible for all administration. There was discussion about DATCP funding going towards the position which was later verified by Margie Sorenson that currently the money was being used to pay clerical staff.

Motion by Fried, second by Holewinski to deny request for a Conservation Specialist unless the money is found to fund the position by County Board. All ayes; motion carried.

UW EXTENSION

Erica Brewster asked the Committee to renew the Summer Horticulture Assistant position which the state partially funds. The position is an educational position and works with home gardens, Master Gardeners, infestation of bugs, arborists and identifies invasive species.

Motion by Paszak, second by Holewinski to approve the position as presented with no new costs. All ayes; motion carried.

Brewster also requested the renewal of the LTE Fair Secretary and Fair Treasurer positions. She stated the Fair had covered all expenses and returned money to the County.

Motion by Paszak, second by Fried to approve the LTE Fair Secretary and Fair Treasurer positions as presented. Paszak, Pederson, Holewinski and Cushing voting aye; Fried voting nay. Motion carried.

Brewster also brought forward the renewal of the agent contract with the state.

Motion by Paszak, second by Holewinski to approve the UW contract as presented. Paszak, Pederson, Holewinski and Cushing voting aye; Fried voting any. Motion carried.

MEDICAL EXAMINER

Larry Mathein presented a compensation proposal to the Committee for his investigative staff. They currently are not compensated for being on-call and he would like to have them receive an on-call per diem of \$20 per 12 hour shift. With other changes he is making there would be no change in the budget.

Motion by Fried, second by Pederson to approve Investigator Compensation Proposal as presented with no new costs. All ayes; motion carried.

PLANNING & ZONING

Karl Jennrich asked the Committee to renew the 600 hour LTE Zoning Technician II position located in the Minocqua office. This position has been successful in reviewing sanitary permits, on-sites, sanitary inspections, vacation relief and general customer assistance.

Motion by Fried, second by Paszak to approve staffing the LTE Zoning Technician position. All ayes; motion carried.

BRANCH I/BRANCH II

Kathy Belliveau and Deb Shawl presented the renewal for the LTE Law Clerk that is split three ways between Vilas County, Circuit Court Branch I and Circuit Court Branch II.

Motion by Fried, second by Paszak to approve staffing request for an LTE Law Clerk for Branch I and Branch II. All ayes; motion carried.

TREASURER

Kris Ostermann asked the Committee to approve her LTE Account Clerk the same as last year.

Motion by Paszak, second by Fried to approve the LTE in the Treasurer's Department. All ayes; motion carried.

CLERK OF COURTS

Brenda Behrle presented her annual request for bailiffs for supervision during jury trials.

Motion by Holewinski, second by Pederson to approve the request for bailiffs as presented. All ayes; motion carried.

Behrle also requested to renew her Bulk Scanning LTE. She stated they continue to have space issues with storage and this position is scanning old case files to make room for filing new cases. There was some discussion about case numbers being down this year.

Motion by Fried, second by Holewinski to deny the request for the LTE Bulk Scanner at this time. All ayes; motion carried.

VETERAN SERVICES

Tammy Walters requested an LTE for two weeks to attend conferences to maintain their accreditation.

Motion by Paszak, second by Fried to approve the Veteran Service LTE as presented. Roll call vote taken with Holewinski, Pederson and Fried voting nay. Motion fails.

DISTRICT ATTORNEY

Lisa Charbarneau explained that the District Attorney got permission from his committee of jurisdiction to use county funds of \$2500 to hire a law clerk as there were no candidates from the

September 11, 2013

Page 4

law school in 2013. The District Attorney's secretary did not keep track of hours paid and overspent the \$2500 which was budgeted for 2013..

Motion by Paszak, second by Holewinski not to approve the Summer Intern request. All ayes; motion carried.

FORESTRY

John Bilogan presented the Committee with a request for an SFI LTE Forester. This position is 100% funded through a DNR grant.

Motion by Fried, second by Pederson to approve the SFI LTE Forester position funded 100% through a DNR grant. All ayes; motion carried.

Bilogan also requested an LTE Park Ranger to work nights and oversee the parks.

Motion by Paszak, second by Pederson to approve the LTE Park Ranger position as presented without extra cost due to the Affordable Care Act. Roll call vote with Paszak, Pederson, Holewinski and Cushing voting aye; Fried voting nay. Motion carried.

Bilogan also brought forward a request for a Summer Parks LTE and a County Forest LTE. The parks position does minor repair, mowing and day use park duties. The County Forest LTE sets up timber sales to bring in revenue.

Motion by Paszak, second by Holewinski to approve the Parks LTE as presented without extra cost due to the Affordable Care Act. Paszak, Pederson, Holewinski and Cushing voting aye; Fried voting nay. Motion carried.

Motion by Fried, second by Paszak to approve the County Forest LTE position as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

PUBLIC HEALTH

Linda Conlon came before the Committee to request several LTE positions including a Nurse Clinician to be funded from consolidated contracts and reproductive health revenue; Registered Dietitian funded 100% through the WIC grants; Clerical position during Influenza season to be covered by flu revenue; Public Health Nurse to help with clinics to be covered by flu revenue and Family Planning revenue; and WIC Program Peer Breastfeeding Counselor for education and support to be funded through the WIC budget including grants and revenue.

Motion by Holewinski, second by Fried to approve the LTE Nurse Clinician as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

Motion by Fried, second by Paszak to approve the LTE Registered Dietitian as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

Motion by Holewinski, second by Pederson to approve the LTE Clerical position as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

Motion by Holewinski, second by Paszak to approve the LTE Public Health Nurse as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

Motion by Fried, second by Cushing to approve the LTE Peer Breastfeeding Counselor as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

SHERIFF'S DEPARTMENT

Sheriff Grady Hartman requested the following positions: (3) LTE Correction Officers, LTE Dive Team, Patrol Deputy/State Community Policing Grant, and Patrol Deputy/School Resource Officer.

Motion by Paszak, second by Pederson to approve the LTE Correction Officer positions as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

Motion by Paszak, second by Holewinski to approve the LTE Dive Team as presented pending committee approval of budget. All ayes; motion carried.

Motion by Pederson, second by Paszak to approve the Patrol Deputy/State Community Policing Grant position as presented pending approval of budget by committee. All ayes; motion carried.

Motion by Holewinski, second by Paszak to approve the Patrol Deputy/School Resource Officer to be funded partially by school revenues as presented. All ayes; motion carried.

Ken Korten Hof came before the Committee to request LTE Deputy Emergency Management Directors to assist the Director with EM programs, training, equipment, volunteers, damage assessment and other related emergency activities.

Motion by Paszak, second by Fried to approve the LTE Deputy Emergency Management Directors as presented without extra cost due to the Affordable Care Act.

Korten Hof requested that the volunteer HazMat Members be reimbursed a per diem rate of \$35 per HazMat meeting or training they attend. He also requested that they approve the LTE HazMat Chief as this position does a lot of work for the Oneida County Hazardous Incident Response Team (HIRT).

Motion by Fried, second by Pederson to approve the per diem payment as requested. All ayes; motion carried.

Motion by Holewinski, second by Fried to approve the LTE HazMat Chief as presented without extra cost due to the Affordable Care Act. All ayes; motion carried.

DEPARTMENT ON AGING

Dianne Jacobson requested the Committee's approval of the following LTE positions: Substitute Bus Driver to be funded by WDOT grant; Dining Site Managers at 8 sites to be funded without tax levy money; Receptionist at the main reception counter; and a Fitness Leader to be funded without tax levy money to lead fitness classes for older adults.

September 11, 2013

Page 6

Motion by Holewinski, second by Paszak to approve the Department on Aging LTE positions as presented. Holewinski, Paszak, Pederson and Cushing all voting aye; Fried voting nay. Motion passes.

EXECUTIVE SESSION

Motion by Fried, second by Holewinski to adjourn into closed session pursuant to section 19.85(1) (e), 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. (Topics: 2014 Wages and Benefits)

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 follow motion was announced in open session:

Motion by Fried, second by Pederson for the LRES Committee to deny the motion referred to us on a 0% wage increase and employees paying 1.5% more toward insurance and retirement and will work toward a recommendation to the Administration Committee prior to budget hearings. Roll call vote taken with all voting aye; motion carried.

EMPLOYEE HANDBOOK

Health Insurance at Retirement:

Lisa Charbarneau explained to the Committee that we have 3 old retiree health plans plus the current plan. It is hard to find a provider that will manage 3 plans. We need to move forward and change the current language to reflect that anyone retiring has to be on the active plan.

Pederson stated that at some point in time we need to make this change. Fried suggested not making a decision today as they need more time to examine.

Acting Pay:

Lisa Charbarneau told the Committee that other departments were using acting pay and the Employee Handbook only refers to the Sheriff's department. There was discussion as to fixing the language.

FAMILY MEDICAL LEAVE POLICY

This item will be placed on the next agenda.

WELLNESS/HEALTH UPDATES

None

September 11, 2013

Page 7

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

September 25 9:00 a.m. – cancel

October 02 8:30 a.m.

October 25 9:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act

Family Medical Leave Policy

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 1:15 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary