

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

**December 03, 2013**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 9:30 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, Scott Holewinski and Sonny Paszak.

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond, Mike Fugle (Corporation Counsel); Sheriff Grady Hartman (Sheriff Dept.); Candy Sorenson (Supervisor); Patrick Glynn (Carlson & Dettmann); Ken Krall, Dennis O'Brien, Paul Jensen (Citizens); Jonathon Anderson (Lakeland Times)

## **CHAIRMAN'S ANNOUNCEMENTS**

Cushing announced that Lisa Charbarneau was appointed to sit on the Group Health Trust Board to replace Jack Young.

## **APPROVE AGENDA**

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

## **APPROVE MINUTES**

Motion by Fried, second by Paszak to approve the minutes of November 18, 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.

## **EXECUTIVE SESSION**

Motion by Holewinski, second by Paszak to adjourn into closed session pursuant to section 19.85(1) (f) & (g), Wis Stats., to: (1) 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, (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: Borrowing Paid Time Off for Family Medical Leave).

Discussion held in closed session.

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

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The following motion made in above closed session and announced in open session:

Motion by Fried, second by Paszak to allow an employee to receive earned PTO as of 12/31/13 prior to January 1, 2014. Roll call vote with all voting in the affirmative; motion carried.

### **COMPENSATION STUDY**

Patrick Glynn reminded the Committee that the last time they met they decided they needed a little more time to chew on it and process some of the information that was presented.

Billy Fried requested that Patrick give an overview of what's happened since you have come on board to now.

Patrick stated they came on board in July, had orientations on job documentation, had discussions on what entities you wanted to use for comparison purposes. We then established a list to do our survey. We established an initial rank order and had department head input. We made some adjustments based on that input. Not all requests received adjustments. We reported to you what appeared to be a large disparity between the marketplace and the county's actual pay practice. We came back with a recommendation for two pay plans: one for exempt employees and one for non-exempt employees. For exempt employees it would be a step system up to step six, which is the market rate, after that it would be a performance based system and the maximum would be 20% above the midpoint. For the non-exempt staff it would be a step system all the way from top to bottom. It would be an 11 step pay system with the maximum being 12% above.

Billy Fried expressed concern with initiating something and then going through with an appeal process if there are some concerns now before we implement it.

Glynn stated that they try to keep it at a higher level with department head input.

Charbarneau stated that no matter how you look at it, there is always going to be someone who is not pleased with how they got slotted at the end.

Fried stated that of all the committee's he sits on there has been no agenda item to discuss this for the departments that our committees oversee. He didn't know if that should be part of the process. Public Safety Committee is anxious to understand how it is going to impact the departments we oversee and would like to have that as a discussion item on our agenda. He stated that if you take this to County Board other committee chairmen may say they have not had a chance to discuss how that impacts their departments. He said the question is should that be part of the process where the committees have the chance to review and understand.

Charbarneau stated that it is the responsibility of this committee to bring forward a recommendation to the Board on the pay structure and the pay plan.

Desmond stated that was true but it doesn't mean you can't give it to the other committees to review also if that is what you want to do. Ultimately it is your committee's recommendation to bring to the Board.

Scott Holewinski asked if they could go through the sheets from last week and the dollar amounts as he was not at the last meeting.

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Patrick Glynn explained, as an example only, that an employee currently being paid \$7.50/ hour and the study determines that the minimum rate of pay for that position is \$10/hour that our recommendation is to place that employee at the minimum rate and that is what that dollar amount means.

Charbarneau explained that according to the study we have 39 people who are below the minimum. We would bring them up to the minimum rate in their grade level. The rest of the people would be placed at the step closest to their current rate of pay. If you were between a step 3 and a step 4 currently, you would be placed at step 4.

Charbarneau told the Committee they had to make some decisions as far as exempt and non-exempt positions. She handed a sheet out with various counties and their exempt/non-exempt status of nurses and social workers.

Fried asked what would be the benefit of getting this passed by County Board in December.

Charbarneau replied that the good news was there is money to implement at the beginning of the year. The benefit is you get the people who are below minimum to the minimum which is a benefit to the employees. The benefit to the County is you are on a new wage schedule and should you have someone leave that is on the old wage schedule and is at the top and red circled that new person would come on the new wage schedule and there will be a savings.

Holewinski stated he felt like he was being pushed to make a decision today that he doesn't understand at this point. Cushing replied that they did not have to implement this January 1<sup>st</sup>.

Holewinski also wanted to know where the benefit package comes into play and how do we address that. Charbarneau stated that we had discussed this in the past and one of the recommendations from Carlson Dettmann was that any new increases to the health insurance be split 50/50 until the employees are paying 20% of the premium or any type of a mixture. We will continue to look at options to get those more in line with what is out in the market place.

Cushing stated he would like to see a list of the decisions that need to be made along with providing the information to make that decision.

Brian Desmond reminded everyone that at the last meeting Charlie Carlson said you want your wages to be to the market, you don't want to say this is the market and we are docking it 10% because of the benefit package. You are going to be hiring people that aren't going to want to work here because that is 10% below and they are not going to take the insurance and so you have knocked yourself out of the competitive range to refill spots in your department. You want to have your wages competitive to attract people to these jobs and on the backside you can make those decisions on how to adjust your benefit package.

Cushing told the committee that we need to get down to a list of things if it takes 5 meetings to plow through each one until we are all satisfied that we can go to the County Board and we all understand it so that we can sell it to them and get it passed and move on.

Margie Sorenson explained a document containing items for consideration regarding the implementation of the wage study.

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Patrick Glynn told the Committee that in some situations in the past they have done their initial presentation to the County Board for information and then at the next meeting make their final decision on the plan. He stated he was not making a recommendation necessarily.

Charbarneau stated she will have a specific list in the next packet, what have we done in the past, recommendations, benefits, etc.

**COUNTY BOARD HOLIDAY PARTY**

Sonny Paszak told the Committee he would like the County Board Supervisors to sponsor an open house for employees after December county board, same as last year. He recommended a \$10 contribution.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

December 11	9:30 a.m.
January 08	9:00 a.m.
January 22	9:00 a.m.

**FUTURE AGENDA TOPICS**

Affordable Health Care Act  
Compensation Study

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Holewinski, second by Pederson to adjourn. All ayes; motion carried.  
Meeting adjourned at 11:42 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary