

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

May 22, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 1:00 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: Ted Cushing – Chairman, Carol Pederson, Billy Fried, Sonny Paszak and Dave Hintz.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Sheriff Grady Hartman, Dan Hess (Sheriff Dept.); Freeman Bennett (Highway); Linda Conlon (Public Health); Bill Freudenberg (Supervisor); Jonathan Anderson (Lakeland Times)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Fried, second by Pederson to approve the minutes of April 23, 2014 and May 07, 2014 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

COMMUNITY HEALTH SPECIALIST VACANCY REVIEW APPEAL

Linda Conlon came before the Committee to request waiving the vacancy review as 75 % of this position deals mainly with the tobacco which is grant funded and 25% is public health duties such as communicable disease follow-up, health hazard investigations, etc. and they have no one to do it.

Motion by Paszak, second by Pederson to approve filling the Community Health Specialist vacancy. All ayes; motion carried.

EMPLOYEE HANDBOOK - ACTING PAY & LEADMAN PAY

Charbarneau reminded the Committee that these were things we had talked about in the past but had not gotten the verbiage done for the handbook. The acting pay came from the Sheriff's Department when someone was on vacation and their replacement was making more than the incumbent employee. The change says that if they are slotting someone in for vacation replacement they either get the starting rate of pay for that position or their current rate of pay, whichever is higher.

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The second one has to do with the Highway Department. Under the old union contract we had a leadman position who was appointed on a daily basis when needed to oversee a crew.

Bennett stated that it used to be a fulltime position. Now, it is just day-to-day as needed. For \$11/day you make sure you have traffic control, proper safety equipment as well as keeping up on the inventories. This individual has a lot of extra responsibilities for that extra dollar an hour.

Motion by Hintz, second by Paszak to approve proposed changes to the employee handbook under acting pay and leadman pay as presented. All ayes; motion carried.

EXECUTIVE SESSION

Motion by Fried, second by Hintz to adjourn into closed session pursuant to section 19.85 (1) (c), (e) & (g) for: (1) purposes of considering employment, promotion, compensation or performance evaluation data of any public employee and, (2) Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session, and (3) 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: Chief Deputy Compensation, Voelker Discrimination Suit and Unsafe Condition Grievance).

All members present voting ‘Aye’ on roll call vote. Motion carried.

Discussion held in closed session.

Motion by Pederson, second by Paszak to return to open session. All members present voting ‘Aye’ on roll call vote. Motion carried.

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

Motion by Paszak, second by Pederson to approve the Chief Deputy wages at \$84,531 with all benefits remaining the same upon approval by County Board. All members present voting ‘Aye’ on roll call vote. Motion carried.

UW EXTENSION EMPLOYMENT CONTRACTS FOR JULY 1, 2014 THROUGH JUNE 30, 2015.

Charbarneau explained that after talking to Erica Brewster she stated that typically they don’t see those numbers until late June or early July. She explained that if sometime in the future they would want to sever that we would have to give a 60-day notice ahead.

Fried suggested that Hintz request that contract information earlier at an upcoming meeting with a Madison representative. He stated that if current contract ends June 30th they can’t hold us to a contract we are not seeing.

The consensus was to have Charbarneau contact Corporation Counsel for his recommendation to request some acknowledgement that we believe this contract expires on the 30th and that we have the ability to review those numbers when they are available to us to make the appropriate decision for the County.

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UW EXTENSION COUNTY STAFFING VACANCY REVIEW APPEALS

Cushing explained that we are not going to do anything at this time as Erica Brewster wants some time to do an evaluation of the department's needs.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Charbarneau asked if anyone was interested in attending the WCA meeting in Stevens Point to let her know and she would make the arrangements.

FUTURE MEETING DATES

June 11, 2014 at 9:00 a.m.

June 25, 2014 at 9:00 a.m.

FUTURE AGENDA TOPICS

Carlson/Dettmann

UW Extension

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 2:10 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary