

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

October 15, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in Committee Room #2 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, Sonny Paszak, Dave Hintz and Ted Cushing.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); LuAnn Brunette (Buildings & Grounds); Margie Sorenson (Finance); Jean Hansen, Michele Sadauskas(Land & Water Conservation); Sheriff Hartman (Sheriff Dept.); Mary Rideout(Social Services); Tom Rudolph, Bob Mott, Robb Jensen (Supervisors); Jonathan Anderson (Lakeland Times)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Paszak, second by Pederson to approve the minutes of September 24, 2014 as presented. All ayes; motion carried.

VOUCHERS, REPORTS & BILLS

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

SOCIAL WORKER VACANCY REVIEW APPEAL

Mary Rideout explained that they have a vacancy in the delinquency unit that works with the juvenile population that have committed crimes between the ages of 10 and 16. She also stated that might change to age 17 so they might have to pick them up. She explained the position is about 53% county funded with the remainder being state and federal funded.

Motion by Paszak, second by Hintz to approve the Social Worker vacancy review appeal and resulting vacancies in the department as presented. All ayes; motion carried.

DEPUTY SHERIFF VACANCY REVIEW APPEAL

Charbarneau explained that the Deputy position is exempt under the vacancy review.

Motion by Hintz, second by Pederson to approve the Deputy vacancy review appeal. All ayes; motion carried.

RESOLUTION: DEPUTY TREASURER TO 55%

Charbarneau reminded the Committee that during budget hearings the Administration Committee approved the increase of the Deputy Treasurer to 55% and the Treasurer reduced the amount of LTE hours by 40 hours for 2015.

Motion by Fried, second by Pederson to approve the resolution to increase the part-time Deputy Treasurer to 55% and forward to County Board for their approval. All ayes; motion carried.

RESOLUTION: COMMUNITY POLICING GRANT

Charbarneau explained that they never know the dollar amount of the grant until the very last minute so they entered it the same as last year and if that amount changes they have to come back to County Board. Per the fiscal impact statement the change in the 2015 tax levy is \$263.

Motion by Paszak, second by Pederson to approve the Community Policing Grant as submitted and forward to County Board for their approval. All ayes; motion carried.

LAND & WATER CONSERVATION STAFFING REQUESTS

Charbarneau reminded the Committee that during the budget process Jean Hansen came forward with a request to change their 40% Secretary III position to a high bred full-time Program Assistant position. At that time this committee made a motion to have a study completed by North Central Regional Planning and told Hansen they wouldn't take any action on that and if she wanted to bring something forward within her budget she could do so at the budget hearings. Hansen brought forward a proposal to the budget hearings and the Administration Committee reviewed it and took no action on it and sent it back to LRES.

Cushing stated there was some confusion with the cost at the budget hearings with Margie Sorenson saying it was an increase of \$17,308 and Hansen saying it was around \$6,000. We now know the correct amount is \$17,308. That was one of the reasons we did not move forward on this and the second being that we know we are going to be doing a study that should be completed by January 1st and should we take this kind of action prior to knowing the outcome of the study.

Hansen came forward with a new proposal for LTE positions to be put on January 1st. She has current staff available now that is willing to move into these positions.

Rudolph remarked that the new proposal is a band-aid to stop the bleeding temporarily and when we get the results of this study that would be the time to re-examine where we are based on what the results show. He thinks that what Hansen has come up with here is a good solution to carry us through 2015 and for the next budget cycle we would go with whatever the study shows as far as staffing.

Fried stated he was not in favor of a band-aid. He commented that for him until the study comes in and he actually gets a chance to see where we are with the budget he thinks it is premature for this committee to commit new monies until we have the study and as a whole county board review the budget.

Motion by Paszak, second by Fried to deny the request for proposed LTE staff as presented. Roll call vote with all voting aye; motion denied.

FIELD TRAINING OFFICER COMPENSATION

Sheriff Hartman reminded the Committee that they asked him to go back to his committee for approval before they looked at it. His committee asked that it be written with no fiscal impact. Instead of pay there would be some time off for FTO's which would accumulate in a special bank with no payout for any reason. He stated that to be a Field Training Officer they have to send them to a 40-hour school. They receive supervisory type of training and when they come back they do a one-on-one like a mentorship. At the end of every day they do a daily observation report. It is a bonus for them because their people are learning supervisory skills that will help them become first line supervisors.

Sorenson stated that for the deputies it is a 20% bump in pay. She stated that 20% is very high. She has a new employee in her office and she finds it very unfair that the Sheriff's management staff would get that when all the rest of the county does not.

Cushing remarked that a 20% increase is hard to swallow. He said it is taking a union benefit and trying to implement it in a non-union environment. He stated this needs to be looked at real hard.

Motion by Cushing, second by Paszak that Sheriff Hartman and Lisa Charbarneau go back to the drawing board with this proposal and come back with a different recommendation. All ayes; motion carried.

2015 WAGE INCREASES & HEALTH INSURANCE

Charbarneau stated that at the budget hearings money was set aside for a 4% health insurance increase and LRES had discussed a one-time stipend of \$1000. If they paid everyone \$1000 and pro-rated the part-time people, that would be equivalent to a 2.3% increase in wages. The CPIU is only 1.6% so the Administration Committee made a motion to remove some of the money that we had projected for those wage increases to bring it down to that level of 1.6%. That would bring it down to somewhere around a \$720 stipend.

Charbarneau remarked that tied into that when we had talked last about health insurance changes we were going to look at some other options. When we first got our increase number we were talking about a 9% increase in insurance premiums. She provided the Committee with three plan options to bring the increase down to 5%, 1.5% and -2% respectively.

Cushing stated that Charbarneau needed to sit down with Kim Hurtz and verify all the numbers and at the next meeting they would finalize numbers.

WELLNESS/HEALTH UPDATES

Linda Herrmann reminded the Committee that they are having a blood drive on Tuesday, October 21st if they wished to participate. She also told them that In-Service Day was scheduled for Wednesday, October 29th if they wanted to sign up for any presentations.

OUT-OF-COUNTY TRAVEL

Charbarneau requested to attend the WACPD Fall Conference in Marshfield on October 16 and 17th.

Motion by Cushing, second by Hintz to approve Charbarneau's attendance at the conference. All ayes; motion carried.

October 15, 2014

VOUCHERS

Motion by Cushing, second by Pederson to approve amended voucher listing to include cost of conference and hotel. All ayes; motion carried.

FUTURE MEETING DATES

October 20 8:00 a.m.
October 30 1:00 p.m.

FUTURE AGENDA TOPICS

Negotiations
Wages & Insurance
In Lieu of Insurance
Efficiencies of Departments
Update on Study
Safety Training
FTO Training

PUBLIC COMMENTS

None

EXECUTIVE SESSION

Motion by Hintz, second by Paszak to adjourn into closed session pursuant to section 19.85 (1) (c) and (f), (1) “considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility”. (Topic: Maintenance Technician starting wage) and (2) 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 (Topic: Disciplinary/Investigation of County Employee)

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

Discussion held in closed session.

Motion by Hintz, second by Pederson to adjourn. Roll call vote with all voting “aye”; motion carried.

Meeting adjourned at 11:44 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary

Press release issued after the meeting attached.

October 15, 2014

Press Release

PRESS RELEASE

FOR IMMEDIATE RELEASE

Contact: Lisa Charbarneau, Human Resources Director

715-369-6154

lcharbar@co.oneida.wi.us

Labor Relations Employee Services (LRES) Committee took action today during a closed session meeting to set starting wages for two new Building and Grounds Maintenance Technicians. Based on knowledge, skills, and abilities of the two candidates, the LRES Committee approved starting both new candidates at Step 3 of the pay plan at \$17.17 per hour.