

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
July 8, 2015

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, David Hintz, Carol Pederson, Sonny Paszak, Billy Fried

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Mary Rideout (Social Services); Dan Hess (Sheriff's Office); Lynn Feldman (UW-Extension); Karl Jennrich (Planning & Zoning); Bill Freudenberg (County Board); Jenni Lueneburg (secretary)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting had been properly posted in accordance with the Wisconsin Open Meeting Law and meets the Americans with Disabilities Act.

Cushing announces proposed changes to health insurance requirements for protected employees under the 2016 budget. There is a proposal requiring if an employer offers health insurance, that they must offer a high deductible option to their protected employees that is similar to the coverage offered to state protected employees. Charbarneau states an amendment came out this morning to this proposal, only including City of Milwaukee protected employees for this requirement. Discussion held.

APPROVE AGENDA

Motion by Paszak to approve today's agenda. Second by Pederson. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes of June 24th and June 25th as presented. Second by Hintz. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

The committee members individually reviewed the bills and vouchers presented. Charbarneau notes most of the bills submitted are for advertising vacancies, which is billed back to the department filling the vacancy. Motion by Hintz to approve the vouchers and bills as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

SOCIAL WORKER VACANCY REVIEW

Rideout reports a vacancy in Social Service's long term care unit. This position may be eliminated by Family Care. Rideout says previously the state said Oneida County would go to Family Care in 2017 but now this date may be further out. Despite the uncertainty of the position, it needs to be filled. Rideout reports that this position is not funded by county tax levy dollars. However, when this position is vacant, her department loses funds due to her not being able to collect state and federal funds for case management and staff time. Rideout states she will let applicants know that the position's future is unpredictable and notes that her committee allowed her to bring the vacancy request to this committee first in order to speed up the process. Motion by Paszak to approve the Social Worker vacancy. Second by Pederson. All members present voting 'Aye'. Motion carried.

RMS SPECIALIST VACANCY REVIEW APPEAL

Hess provided a description of the position. Pederson inquired why the position is vacant; Charbarneau states the person previously in the position will be submitting a formal resignation in the next couple days. Discussion held on wages for the position and the waiving of the six month waiting period. Motion by Fried to approve the vacancy for the Sheriff's Office RMS Specialist position as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

LAND USE SPECIALIST VACANCY REVIEW APPEAL

Jennrich summarized the duties of this position. Jennrich was initially hesitant to fill the position during the busy summer season but the department is feeling the effects of this vacancy and wants it to be filled as soon as possible. Discussion held on internal candidates and requirements of an eligible candidate for this position. Motion by Cushing to approve the Land Use Specialist position as presented. Second by Hintz. Jennrich noted that his committee of jurisdiction has already approved filling this position. All members present voting 'Aye'. Motion carried.

UW-EXTENSION AGENT CONTRACTS

Cushing summarized the discussion from the June 25th meeting regarding the UW-Extension agent contracts. It was noted that the meeting concluded with a letter being sent to the UW-Extension Regional Director Thomas Schmitz and County Board Supervisor Thomas Rudolph in response to there being no contract in place for July 1, 2015 on forward. Schmitz has now responded to Desmond and Cushing, providing a new contract with the same contents as the last contract, including the county being responsible for 40% of costs. Schmitz verified to Cushing that the county would not need to cover retirement benefit costs. Discussion held regarding the positions covered under this contract and the status of UW-Extension positions throughout the state. Desmond has reviewed and approved the contract language. In-depth discussion held on the employee reported issues with air quality at the UW-Extension space and remedies being used to fix the issues. Fried voiced concerns of proceeding with a new contract when issues with the UW-Extension/Conservation Committee have not been worked out yet; discussion held on the delays of scheduling a follow-up meeting with the two committees. Charbarneau clarified some of the terms and wording of the contract and a discussion was held on the 60 day notice to rescind language. Desmond confirms that Oneida County can give a 60 day notice to rescind from the UW-Extension program but would still be responsible for paying out 40% of unused vacation time. Discussion held on next steps to be taken if the contract is not signed at today's meeting and the county's responsibility to still split the costs of the space with the City of Rhineland if UW-Extension vacates the space. Charbarneau estimates these costs to be about \$25,000 per year. Cushing directs Charbarneau to schedule a joint meeting with LRES and UW-Extension Committees. Further discussion held on how to proceed. Fried brought up concerns about employees leaving for the day without proper notice due to air quality issues; Feldman states she has been aware when employees have left for the day and has reported this to her committee of jurisdiction. Cushing suggests approving the contract today but removing the last sentence of the contract regarding the county's obligation to pay 40% of the vacation time; Desmond states this is feasible. Further discussion held. Motion by Cushing to sign the contract but to amend the contract, removing the last sentence, and return (the signed contract) to the state. Second by Paszak. Pederson verified that the county would still have the option to terminate mid-contract. Roll call vote taken with all voting in the affirmative. Motion by Fried to approve continuing discussions (with the UW-Extension/Conservation Committee) in regards to the future of UW-Extension. Second by

LRES Committee meeting
July 8, 2015

Pederson. All members present voting 'Aye'. Motion carried. Cushing and Hintz signed the contract.

LIMITED TERM EMPLOYEE (LTE) WAGE SCHEDULE

Charbarneau provided the updated LTE schedule, noting title changes and the combining of some positions with similar duties and wage. Charbarneau discussed how other counties organize their LTE wage schedule, allowing for automatic adjustments to the LTE schedule as regular wages increase due to cost of living raises. The current Oneida County LTE schedule has not changed since 2010. The new proposed rates would be based on the non-exempt 2015 schedule. Substitute LTE wages would be based on 85% of the regular position's step 1. Ongoing LTE wages would be based on 85% of the regular positions Control Point wage. The proposed schedule gives a 14% increase to LTE wages. Charbarneau states she has provided the proposed LTE schedule to department heads for review and has asked for input from departments, especially the departments having a difficult time filing their LTE positions. Discussion held. Pederson feels that due to no increase in 5 years to the LTE schedule, a 14% increase is not as big as it sounds. Fried suggests only increasing the positions that are difficult to fill; Charbarneau states that the committee directed her to look at the full schedule. Sorenson left the meeting briefly and brought back information on the fiscal impact of implementing this schedule. Discussion held. Cushing asked Sorenson what she felt was a fair increase; Sorenson feels that ongoing LTE's should be based on step 4 rather than the control point. Charbarneau recommends a three step schedule, new LTE's will be based on step 1, than step 3 on the second year they return and then control point on the third year they return. Further discussion, with the committee showing preference to the three step option proposed by Charbarneau. Fried states he would like to know the fiscal impact of the three step option prior to approving and states that he still feels they should bring the lower wages up rather than increasing the entire schedule. Cushing directs Charbarneau to bring the three step schedule to the committee for review at a future meeting.

CHAPTER 4 OF COUNTY CODE

Committee discussed and agreed to bring this topic to the next meeting due to time constraints.

CLOSED SESSION

Motion by Paszak, second by Pederson to adjourn into closed session pursuant to section 19.85(1)(f) for purposes of considering financial, medical, social or personnel histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. Topic: Employee leave of absence request

Roll call vote taken; all voting in the affirmative. Committee went into closed session at 10:23 a.m.

Present in closed session: Sorenson, Charbarneau, Lueneburg

RETURN TO OPEN SESSION

Motion by Pederson to return to open session. Second by Fried. All members present voting 'Aye'. Motion carried.

Cushing reports that a motion was made by Paszak and seconded by Pederson in closed session to approve the Leave of Absence request. All members present voted 'Aye'. Motion carried.

LRES Committee meeting
July 8, 2015

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

- July 22, 2015 at 9:00 a.m.
- August 12, 2015 at 9:00 a.m.
- August 26, 2015 at 9:00 a.m.

FUTURE AGENDA TOPICS

County Code Chapter 4
Ice Cream Social costs
LTE wage schedule
2016 Staffing requests

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Fried to adjourn. Second by Cushing. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:34 a.m.



Ted Cushing, Chairman



Jennifer Lueneburg, Committee Secretary