

JOINT LABOR RELATIONS & EMPLOYEE SERVICES (LRES) COMMITTEE AND
CONSERVATION/UW-EXTENSION EDUCATION COMMITTEE
RHINELANDER-ONEIDA COUNTY AIRPORT

SEPTEMBER 1, 2015 MINUTES

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Dave Hintz, Billy Fried, Sonny Paszak

LRES COMMITTEE MEMBERS ABSENT: Carol Pederson (excused)

CONSERVATION/UW-EX MEMBERS PRESENT: Tom Rudolph/Chairman, Jim Intrepidi, Robb Jensen, Bob Mott, Scott Holewinski

ALSO PRESENT: Lisa Charbarneau (LRES); Lynn Feldman, Sara Richie (UW-Extension); Tom Schmitz (North Central Regional UW-Extension); Tammy Walters (Veteran Services); Jenni Lueneburg (secretary)

CALL TO ORDER, CHAIRMAN'S ANNOUNCEMENTS

Chairman Rudolph called the Conservation/UW-Extension Committee to order. Rudolph inquired about the joint meeting being posted as a separate agenda and felt the agenda should have been posted as a joint meeting. Charbarneau reports that Corporation Counsel Brian Desmond reviewed the agendas prior to being posted and approved the format used due to the LRES Committee having additional agenda topics to discuss after the Conservation/UW-Extension Committee is adjourned.

Chairman Cushing called the LRES Committee (herein called the LRES Committee) to order.

Both committees called to order at 2:00 p.m. in the Lower Level Conference Room of the Rhineland-Oneida County Airport. Rudolph and Cushing both noted that this meeting had been properly posted in accordance with the Wisconsin Open Meetings Law.

APPROVE AGENDA

Motion by Jensen to approve the agenda for the Conservation/UW-Extension Committee. Second by Intrepidi. All members present voting 'Aye'. Motion carried.

Motion by Hintz to approve the agenda for the LRES Committee. Second by Fried. All members present voting 'Aye'. Motion carried.

Introductions were made for staff and committee members present at the meeting.

NCRPC REPORT: LAND AND WATER

Rudolph introduced the topic and asked for recommendations on how to proceed. Jensen discussed issues to address. Fried feels as a county facing a challenging budget season ahead,

there is concern about what is being accomplished in the UW-Extension department and what value it brings to the county. Fried questions why a new CNRED agent was hired when the future of the UW-Extension department is uncertain at this time. Rudolph states threatening to not renew or terminate the department contract just scares people unnecessarily. The position filled was approved previously by the LRES Committee thus why the CNRED position was filled. Rudolph feels that despite some issues, the UW-Extension program has operated very well and the department will continue to strengthen in years to come. Jensen states he feels really good about the newly hired CNRED agent and the committee should continue to review the plan for this agent. Jensen feels the big challenge of the UW-Extension program is getting the public's attention on what the department does so that programs are utilized. Jensen says he has heard conflicting statements on whether air quality issues exist or not. Feldman says after last meeting, she understood that she should bring more information on what the department does. Mott says he's looked at the history leading up to this meeting and the word acrimonious comes to mind. Mott feels that after extensive conversations, somehow the air quality issues got intertwined with questioning the basic department operations. Mott feels there are many resources available at the UW-Extension and County Board members receive the newsletter explaining these resources but people cannot be forced to read the newsletter. Mott acknowledges the merging of the Conservation Department with Planning & Zoning per the NCRPC report but states the report never suggested cutting the UW-Extension department. Mott feels the new CNRED agent will provide good services and UW-Extension should remain in existence. Intrepid inquired what percentage of the CNRED agent is paid for by the county; Rudolph states 40%. Cushing discussed state budget issues trickling down to the county level, the contract renewal process and his concerns with improving communications to the public on UW-Extension resources offered. Rudolph feels UW-Extension has held sessions to communicate education opportunities to the public and County Board members but the session was very poorly attended by County Board members therefore County Board members should not blame the department for their lack of knowledge on UW-Extension programs. Hintz discussed his thoughts on the lack of direction provided by the County Board during the Planning & Zoning merger, and the phone system being installed in the UW-Extension department soon. Feldman verifies that the new phone system will be installed by late December and discussed the actions taken in order to improve air quality issues in the UW-Extension work area.

Feldman and Richie presented a Power Point presentation to committee members present on the various programs and services provided by UW-Extension. Discussions held and comments made by various committee members throughout the presentation.

After the presentation, Fried complimented Feldman and Richie on their efforts and hard work with the UW-Extension program. However, Fried feels the department needs some direction and should focus on doing a couple of things very well rather than being involved in a large number of programs. Fried summarized issues and discussions held in the past regarding the future of the UW-Extension program and its location. Rudolph rebutted Fried's comments, noting that the LRES Committee requested the NCRPC study and feels that Fried didn't understand the presentation. Schmidt commented on Fried and Rudolph's comments and feels a good faith effort is being made to make this UW-Extension department work. Jensen notes that committee members need to remember that sometimes a department or services being cut has nothing to do with the quality of the program but rather the funding not being available when needing to

prioritize departments amidst a tight budget. Hintz agrees that the number of programs UW-Extension is involved in is large and they should focus on a few programs that prove to be most beneficial based on county needs. Cushing agrees with Hintz and states the community and other county departments should be viewing the UW-Extension as a tool box to be used as different needs arise. Rudolph feels the UW-Extension budget is a very small part of the budget and the county should be doing studies of the bigger budgets within the county in order to find efficiencies and cuts that could be made that could have a much bigger impact on balancing the budget; discussion led by Hintz. Paszak feels he learned a lot from the presentation and complimented the efforts of the UW-Extension staff.

Paszak left the meeting at 3:49 p.m.

Holewinski discussed the difficulties of making cuts to other bigger departments such as the Sheriff's Department and Social Services. Rudolph reiterates that maybe a study should be done on bigger departments to find efficiencies and cuts to their budgets. Rudolph feels that a presentation to the full County Board on UW-Extension programs would be beneficial. Discussion held on possible ways to present information to the County Board that would provide the highest amount of information without overwhelming County Board members.

Fried led further discussion on county funded positions; Charbarneau provided details on positions discussed. Holewinski suggests that UW-Extension should highlight the value of their programs to the tax payers in order to prove that even though UW-Extension isn't a mandated program, that it brings needed value to the residents of Oneida County. Feldman commented on Holewinski's suggestion, discussing teen court as one of the many programs that meet a need within the county. Mott inquired on why UW-Extension is being looked at for cuts and why the County Board is not looking at other non-mandated departments for cuts instead. Fried discussed frustrations with the ongoing air quality complaints and efforts haven't moved forward as quickly as they should. Rudolph feels that efforts have been slow due to the Buildings & Grounds Committee delaying efforts to resolve workspace issues and remodeling. Schmidt discussed comments made on budget issues and apologized for the delay in getting contracts renewed. Cushing notes that the state has cut funding to the UW-Extension program, not other programs such as Highway or Sheriff's Office. For that reason, the UW-Extension department needs to reorganize based on their reduced state funding. Cushing also notes that even though studies haven't been done on every county department, the LRES Committee questions each department when requests to fill vacancies or additional resources are made and not all requests are approved. Mott inquires if air quality issues hadn't been brought up, if scrutiny of the UW-Extension department would still exist; discussion held. Cushing concludes that the UW-Extension department will give a more focused presentation to the County Board on issues that are addressed as a result of UW-Extension programs. Rudolph reiterates that studies should be gradually done on "big ticket" departments to find efficiencies and cost savings to the county. Discussion held, summarizing the discussions of the meeting.

PUBLIC COMMENTS

None

ADJOURNMENT OF THE CONSERVATION & UW-EXTENSION COMMITTEE

Motion by Jensen to adjourn the UW-Extension/Conservation Committee. Second by Intrepid. All members present voting 'Aye'. Motion carried. Adjourned at 4:24 p.m.

CLOSED SESSION

Brief discussion led by Cushing; committee agrees to not go into closed session.

DEPUTY COUNTY VETERANS SERVICE OFFICER VACANCY REVIEW APPEAL

Charbarneau referenced the memo sent to Walters regarding the Assistant Veteran Services Officer vacancy in Veteran Services. Charbarneau notes that employee Leave of Absence issues have been resolved, thus no closed session for this meeting. Walters reports that she would like to hire her current LTE (Limited Term Employee) for the position. Charbarneau reviewed information from the 2014 wage study completed by Carlsen-Dettmann. Walters believes that the LTE may not meet all of the qualifications of the position and is requesting a variance of the qualification requirements. Walters thanked Charbarneau for the research she completed. Walters feels that a passion for veterans and an ability to learn the job may be more important than post high school education. Walters agreed to option 2 on the memo which would update the job description as suggested and post the position internally for County employees and LTE's only. Charbarneau summarized the history of job requirements and many county positions lean toward a combination of education and experience. Walters and Charbarneau both agree to modify the job description to allow a combination of education and experience when determining if a candidate is qualified. Fried feels discussed concerns with changing the job description without changing the pay. Charbarneau explained that it is the policy of her department to equate two years of experience for each year of post high school education. Fried inquired and Charbarneau reiterated that the position would first be posted internally, than externally if no internal candidates apply. Discussion held on reason for vacancy. Motion by Fried to go with option two (modifying the job description and posting the Assistant Veteran Service Officer vacancy internally). Second by Hintz. All members present voting 'Aye'. Motion carried.

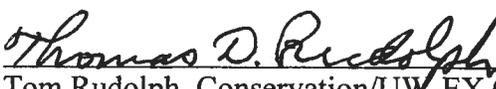
Adjournment

Motion by Cushing to adjourn (the LRES Committee). Second by Hintz. All members present voting 'Aye'. Motion carried. Adjourned at 4:36 p.m.



Ted Cushing, LRES Committee Chairman

9/30/15
Date



Tom Rudolph, Conservation/UW-EX Committee Chairman

11/10/2015
Date



Jenni Lueneburg, Secretary

9/30/15
Date