

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
December 16, 2015

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

ALSO PRESENT: Lisa Charbarneau (Labor Relations/Employee Services); Jack Flint (ITS); Lloyd Gauthier (Sheriff's Office); Brian Paynter (Lakeland Times); Bill Freudenberg (County Board); Jenni Lueneburg (secretary)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:30 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.

APPROVE AGENDA

Motion by Paszak to approve the agenda for today's meeting as posted. Second by Hintz. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Hintz to approve the minutes of November 23rd and December 9th of this year. Second by Pederson. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Motion by Hintz to approve the vouchers and bills as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

PAY FOR PERFORMANCE/MERIT PAY

Charbarneau discussed her meeting with Jack Sorenson/County Board Supervisor regarding department head pay. Committee has briefly discussed this topic in the past but not addressed going above the current pay schedule for a position. Fried notes that he thinks this matter was discussed at the County Board level and it didn't pass. Hintz says a merit or bonus system was discussed by the County Board as an alternative. Cushing clarifies that any implemented pay for performance system needs to be sustainable by the County budget. Further discussion held with Cushing suggesting that Charbarneau discussed Committees of Jurisdiction bringing suggestions to this committee but the final say would be with the County Board. Further discussion held. Charbarneau states she will contact her colleagues in other counties to see how they handle this topic and will invite Jack Sorenson to a future meeting to discuss the matter further.

Brief discussion on the various topics and projects this committee is currently addressing. Committee discussed and agrees that a meeting needs to be scheduled in the future to just address the County Code Chapter 4 revisions.

CLOSED SESSION

Motion by Hintz, second by Pederson and approved by roll call vote to enter into closed session in pursuant to Section 19.85(1)(c) considering employment, promotion compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility

(Topic: Account Technician/Administrative Support compensation and exempt hourly ITS compensation) and Section 19.85(1)(e) 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. (Topic: Deputy Association Bargaining).

Roll call vote taken; all members voting 'Aye'. Committee went into closed session at 9:45 a.m.

Staff present in closed session: Charbarneau, Freudenberg, Gauthier, Flint, Lueneburg

RETURN TO OPEN SESSION

Motion by Pederson to return to open session. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 10:11 a.m.

The following motion was made in closed session:

Motion by Cushing to approve the new PTO payout language as endorsed by our tax attorney. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing to approve the Public Health Support position starting at Step 2 with 5 days of PTO, with the opportunity to move to Step 3 in six months pending a good performance evaluation. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

PAID TIME OFF POLICY

▪ **ACCURAL OF THE BENEFIT:**

Charbarneau reports that the handout on PTO language in the committee's agenda packet is for all employees except the deputy union. The new policy language will allow employees with 500+ hours of PTO in their banks at the end of the first full payroll in November, to make an irrevocable request for payout of PTO up to the amount of PTO they will be granted at the start of the next year with the payout to occur in the second payroll in January of each year. Discussion held on the options of payouts either by payroll or by rolling the funds into deferred compensation accounts. Motion by Cushing to approve the language extending the employee PTO payout policy as offered to deputy union employees to all employees with the exception of the PTO hours that (employees) are required to bank (for closure days). Second by Paszak. All members present voting 'Aye'. Motion carried.

▪ **PAYOUT/CAP FOR GENERAL MUNICIPAL EMPLOYEES**

Charbarneau states four employees are over the 1000 hour PTO limit and due to the unplanned change in the PTO payout policy, these employees stand to lose PTO hours at the end of the year. Charbarneau requests that the committee extend the deadline for these employees to get their PTO bank below 1000 hours to December 31, 2016. Discussion held on the reasons for this request. Charbarneau clarifies that this request is on a one-time basis and will not be an annual request. Motion by Fried to approve the exemption presented to the committee on the four non-union employees listed through the 2016 calendar year. Second by Pederson. All members present voting 'Aye'. Motion carried.

PAID TIME OFF POLICY (continued)

▪ **REMOVE CLOSURE DAYS FROM PTO BANK AND**

Charbarneau states the committee previously discussed removing PTO days provided to employees for use on closure days and instead paying closure days automatically. Charbarneau reports that she has contacted ITS to see if they can program the current payroll software in order to accommodate this change. ITS informed Charbarneau that the current payroll software is already capable of this function. Discussion held; committee agrees to discuss this issue at a future meeting when Finance Director Margie Sorenson can be present for the discussion.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

January 13, 2016 at 9:00 a.m.

January 27, 2016 at 9:00 a.m.

FUTURE AGENDA TOPICS

- Closure days policy
- Pay for performance/merit pay
- County Code Chapter 4 meeting date

PUBLIC COMMENTS

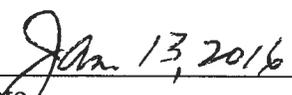
None

ADJOURNMENT

Motion by Hintz to adjourn. Second by Paszak. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:26 a.m.



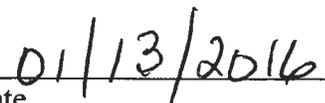
Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date