

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
March 30, 2016

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Margie Sorenson (Finance); Bill Freudenberg, Bob Mott, Jack Sorensen (County Board); Brian Paynter (Lakeland Times)

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.

APPROVE AGENDA

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

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills to Committee, noting most of the expenses were from recruitment advertising. Motion by Hintz to approve the vouchers as presented. Second by Fried. All members present voting 'Aye'. Motion carried.

MERIT PAY/PAY FOR PERFORMANCE (PFP)

Charbarneau states this committee previously discussed this topic and it was agreed to move the topic to this meeting so Mott and Sorensen could be present for the discussion. Mott states he has looked over wage studies from other counties and notes that many of those plans have a PFP plan in place. Mott feels that exceptional performance of red-lined employees should be recognized and voiced concerns over retaining high performing red-lined employees that have many years yet to work without a raise. Cushing discussed the need for a non-committee, non-administrative person to review Oneida County's current wage scale since it is due for a review anyways. Sorensen states he feels Bilogan is doing exceptional work for Oneida County and goes above and beyond his assigned duties. Sorensen feels this committee needs to look at a new method to reward red-lined employees with exceptional performance. Hintz discussed exceptional performance of employees not red-lined; Sorensen feels these employees should be considered as well. Sorensen notes that the current wage schedule is based on average wages and that is not good enough to recruit and retain highly qualified employees. Cushing agrees with Sorensen's comments but states if a PFP plan is designed, they must ensure it is sustainable in both this year's budget and future budgets. Cushing suggests a possible bonus plan as an alternative option. Fried feels that the county provides good paying jobs, should expect high performance out of the employees and notes that he has seen PFP plans implemented in school districts and they have failed miserably. Further discussion held on topic, conducting a new wage study and whether this should be done internally or externally. Motion by Cushing, directing Charbarneau to get a quote from Carlsen-Dettmann to number one, review and update pay scales and to also come forward with a proposal for a bonus system. Second by Hintz. Fried reminded Committee that previously, Carlson-Dettmann determined that Oneida County offers an exceptional benefits package and feels this should be taken into consideration

when looking at wages. Roll call vote taken: Cushing – ‘Aye’, Hintz – ‘Aye’, Fried – ‘Nay’, Pederson – ‘Aye’, Paszak – ‘Aye’. Motion carried. Sorenson and Cushing provided further thoughts and opinions on how the committee should proceed with this topic.

EMPLOYEE HANDBOOK – HOURS OF WORK, OVERTIME AND COMP TIME

Charbarneau states several meetings ago, this Committee discussed positions within the Information Technology Services Department in relation to FLSA and the Employee Handbook referencing Exempt/hourly and Exempt/salary. Charbarneau researched the history and found that these classifications were created years back in union negotiations. Carlsen-Dettman’s wage study determined that these classifications could be done and were kept in place. Exempt/hourly (such as nurses and social workers) have the ability to work extra hours and earn overtime/comp time but Exempt/salary do not have this ability. These classifications were discussed with Corporation Counsel Brian Desmond in regards to removing the Exempt/hourly and paying all exempt positions as salary. Charbarneau states she checked with Carlsen-Dettmann and clarified that Oneida County isn’t breaking any rules with this proposed change. Motion by Hintz to approve the proposed changes to the Employee Handbook. Second by Paszak. All members present voting ‘Aye’. Motion carried.

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: Real Property Lister compensation and health insurance at retirement letter of agreement)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:45 a.m.

Staff present in closed session: Romportl, Charbarneau, Lueneburg, M. Sorenson, J. Sorensen

RETURN TO OPEN SESSION

Motion by Pederson to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 10:13 a.m.

Cushing summarized the following motions made in closed session:

The Committee approved the Real Property Lister to move from Step 6 to Step 7 (Grade I), with money to come from the Land Information budget for 2016.

The Committee approved a Letter of Agreement for retirement health insurance for Phil Newcomb.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

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FUTURE MEETING DATES

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

April 28, 2016 at 9:00 a.m. (tentative)

FUTURE AGENDA TOPICS

Discussion of 37.5 versus 40 hour work weeks

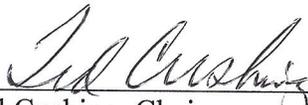
Retirement Health Insurance

PUBLIC COMMENTS

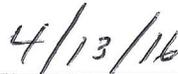
None

ADJOURNMENT

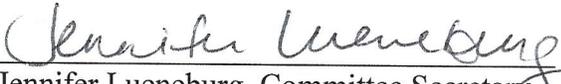
Motion by Cushing to adjourn. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:18 a.m.



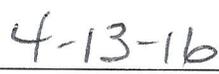
Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date