

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
April 13, 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); Brian Desmond (Corporation Counsel); Grady Hartman (Sheriff's Office); Bill Freudenberg, Robb Jensen (County Board); Jamie Taylor (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.

APPROVE MINUTES

Motion by Paszak to approve the two meeting minutes of March 16th and March 30th. Second by Hintz. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented the vouchers and bills to the Committee, reporting that most of the vouchers are from recruitment advertising costs. Motion by Hintz to approve the vouchers and bills as presented. Second by Pederson. All members present voting 'Aye'. Motion carried.

INFORMATION ON 1950/2080 HOURS PER YEAR

Sorenson provided handouts showing the count and scheduled hours of the county's part-time and full-time employees. Sorenson states that some full-time employees work 1950 hours per year and some work 2080 hours per year. Sorenson states this has been the case for over 30 years. Hintz feels this most likely occurred due to cost cutting measures. Charbarneau noted that some "2080" positions were changed to "1950" during the changes of Act 10. Further discussion on the reasons for the difference in hours. Fried voiced concerns on why employees working 37.5 hours per week get the same level of benefits as employees working 40 hours per week. Charbarneau clarified that the full-time status was previously determined to be between 37.5 and 40 hours per week for benefits purposes. Further discussion held. Sorenson then provided a second handout showing the fiscal impact of \$695,091.99 if all full time employees went to 40 hours per week. An in-depth discussion was held on the cost differences, impact on PTO and effects on salaried employees. Fried questioned why all salaried employees aren't scheduled for 40 hours per week and how this was calculated during the wage study. Charbarneau explained that the market averages for salaried employees was broken down to an hourly calculation and salaries were then calculated based on the hourly wage at 37.5 hours per week, not 40 hours per week. Desmond commented that this allows salaried employees to be available during the same times as their hourly staff. Charbarneau provided further explanation on the public accountability of county staff in reference to this topic.

CARLSON DETTMANN SCOPE OF SERVICES

Charbarneau discussed the original scope of services agreement with Carlson-Dettman from the 2013 wage study in order to provide possible costs of a proposed future wage study review. Fried reiterated his previous comments that he feels the county already has the resources available to complete the wage study review without hiring an outside source. Charbarneau was directed by the Committee to gather more information.

CLOSED SESSION

Motion by Hintz, seconded by Paszak 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: Highway Commissioner/Solid Waste Director compensation) and Section 19.85(1)(f) considering financial, medical, social or personal histories of 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: Workers Compensation claim)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:31 a.m.

Staff present in closed session: Desmond, Hartman, Charbarneau, Lueneburg, Sorenson, Jensen, Freudenberg, Lueneburg

RETURN TO OPEN SESSION

Motion by Hintz to return to open session. Second by Fried. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 10:09 a.m.

Cushing summarized the motions made in closed session as follows:

In closed session, the Committee took no action on the Workman's Compensation and unanimously voted to offer the new Highway Commissioner a starting salary at Step 4 (\$67,005 per year) with the ability to move to the control point within an 18 month period.

RESOLUTION: HIGHWAY COMMISSIONER/SOLID WASTE DIRECTOR

Brief discussion held. Motion by Cushing to move forward on the resolution going to the County Board regarding the new Highway Commissioner for consideration. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

2016 COST OF WAGES GRANTED ON PERFORMANCE VERSUS BUDGET

Charbarneau says the Committee inquired at the last meeting about what additional increases were approved so far this year. Sorenson states \$4,719 has been approved so far and discussed the figures with the Committee. Sorenson feels this amount is a significant hit to the county contingency fund and feels that when motions are made in the future for increases, the motion should clarify where the money is coming from. The Committee discussed future procedures to be taken when approving additional increases. Charbarneau suggests also the Committee consider implementing increases January 1st so the increase can be put into the applicable department's budget rather than be taken out of the contingency fund.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Charbarneau states Pederson would like to attend the National Foundation for Women Legislators Conference in Eau Claire on April 22nd and 23rd. Pederson will be staying with a family member one of the evenings but would like approval to stay at a hotel the other night. Motion by Hintz to approve the proposed travel costs. Second by Paszak. All members present voting 'Aye'. Motion carried.

Charbarneau requests to attend the Wisconsin County Mutual district meeting in Marshfield with Cushing. Motion by Fried to approve the requested travel. Second by Paszak. All members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

April 29, 2016 at 9:00 a.m. (tentative)
May 11, 2016 at 9:00 a.m.
May 25, 2016 at 9:00 a.m.

FUTURE AGENDA TOPICS

Wage study review

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Cushing to adjourn. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:29 a.m.

Ted Cushing, Chairman

Date

Jennifer Lueneburg, Committee Secretary

Date