

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
May 11, 2016

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); LuAnn Brunette (Buildings & Grounds), Lynn Feldman (UW-Extension), Dan Hess (Sheriff's Office)

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

APPROVE MINUTES

Motion by Hintz to approve the minutes of April 29th. Second by Pederson. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau states the majority of vouchers are for advertising and HRA costs. Motion by Fried to approve the bills and vouchers as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

RESOLUTION: ASSISTANT FACILITIES DIRECTOR TO GRADE LEVEL K1

Brunette reports that the Assistant Facilities Director position is almost vacant, and about 18 months ago the Buildings & Grounds Committee approved this position at 40 hours per week at Grade Level K1 due to Buildings & Grounds overseeing the Human Services Center building. There is now oversight needed at the Koinonia building as well. Brunette reports that this position's benefits would still be based on 37.5 hours per week but would move to the higher salary due to increased work hours. In-depth discussion held on the structuring of Exempt positions and this topic. Charbarneau notes that the current Assistant Facilities Director usually works 50+ hours per week, and doesn't get call time and overtime like the staff he supervises which starts to cause compression issues. By keeping this position at the higher pay level alleviates compression issues. Paszak inquired and Brunette discussed department overtime. Fried clarified that a lot of the overtime has been due to extra jobs taken on by the department in order to avoid hiring outside contractors to complete. Motion by Paszak to approve Grade Level K1. Second by Hintz. All members present voting 'Aye'. Motion carried.

UW-EXTENSION 133 CONTRACTS 2016/2017

Feldman discussed the contract draft provided to the Committee and states the proposed contract is the same as the previous year contract. Feldman also discussed the credit listed on account due to the department's new position starting later than planned in October 2015. Feldman says the state's reorganization of the UW-Extension system is taking longer than expected and the new target date for completion is January 2017. Feldman discussed the workgroups and planned efforts

at the state level as part of the reorganization. Hintz clarified and Feldman confirmed that there are no changes from the previous year contract. Fried clarified and Feldman confirmed that the 60 day contract termination option wording is still in the contract. Fried discussed the air quality issues that the county is still reviewing at the UW-Extension office located at the Rhinelander/Oneida County Airport. A second study has been completed and no health concerns were found so Oneida County is now addressing the smell sensitivity concerns by some employees along with remedy options and ideas on how to fund these options. Discussion held by the Committee on how to proceed with the next contract and the air quality issues. Motion by Paszak to approve the UW-Extension 133 contract for 2016/2017. Second by Cushing. All committee members except Fried voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Paszak, second by Pederson to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (Topic: Management Services Administrator compensation and LTE Corrections Officer compensation), and Section 19.85(1)(f) considering financial, medical, social or personal 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: Leave of Absence request)

Roll call vote taken; all members voting 'Aye'. Committee went into closed session at 9:48 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Hess

RETURN TO OPEN SESSION

Motion by Hintz to return to open session. Second by Pederson. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 10:00 a.m.

The following motions were made in the above closed session and announced in open session:

Motion for Sheriff's Office LTE to move to full-time LTE hours and offer health insurance.

Motion to approve requested Leave of Absence for three months with monthly review of status.

Motion to approve a two step increase with next increase to be in 2018.

CARLSON DETTMANN SCOPE OF WORK

Charbarneau states Carlson Dettmann provided a base project fee estimate of \$15,000 plus mileage to review Oneida County's wage plan. The committee discussed the estimate and feels the cost is too high. Charbarneau states the City of Rhinelander may hire Carlson Dettmann to complete a wage study and Charbarneau suggests talking with the city to try to combine efforts in order to save money for both entities. Cushing led the discussion regarding the previous wage study completed and thoughts on the proposed review. Fried reiterated his previous thoughts about the county conducting their own wage study. Charbarneau states current market rates and comparables would need to be collected and the committee would have to discuss if they wish to continue going with

the “average” comparables. Charbarneau led a discussion on the bigger recruitments coming up this year and the difficulty of attracting high quality upper management and department heads based on “average” set wages. Charbarneau also discussed the upcoming changes with the Fair Labor Standards Act in regards to changing the thresholds for salaried employees exempt from overtime. Cushing directs Charbarneau to find more affordable options for the wage study review and for this topic to be put on a future agenda for further discussion.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Charbarneau requests to send Lueneburg to a one day review seminar on Human Resource topics. Motion by Cushing to approve the training in Wausau. Second by Pederson. All members present voting ‘Aye’. Motion carried.

FUTURE MEETING DATES

May 25, 2016 at 9:00 a.m.

June 9, 2016 at 9:00 a.m.

June 22, 2016 at 9:00 a.m.

FUTURE AGENDA TOPICS

Carlson Dettmann Scope of Services

PUBLIC COMMENTS

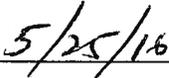
None

ADJOURNMENT

Motion by Cushing to adjourn. Second by Hintz. All members present voting ‘Aye’. Motion carried. Meeting adjourned at 10:17 a.m.



Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date