

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

January 14, 2009

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, First Floor Conference Room.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, Paul Dean, Scott Holewinski and Charles Wickman.

COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Paul Spencer (Social Services); Lynn Freimuth (Land Information); Julie Allen (ITS); Dianne Jacobson (Dept on Aging); Linda Conlon (Health); Dennis O'Brien (AFSCME Bargaining Agent); Peter Wolk (Supervisor).

The Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Cushing, second by Dean to approve the amended agenda for the present meeting. Motion carried; all ayes.

Motion by Holewinski, second by Wickman to approve the minutes of December 10 and 22, 2008. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to approve the bills and vouchers as presented. Motion carried; all ayes.

Dennis O'Brien came before the committee to present Courthouse Association Grievance 08-005. O'Brien told the committee that the union believes the County did not apply the contract correctly when it laid off Rudy Zdroik. The union believes that Mr. Zdroik is qualified and has seniority over Phil Puza who is a Lead Solid Waste Technician.

Dennis O'Brien also suggested that as he felt the County would be denying this grievance as they had the previous similar grievance that the two could be combined and presented to the same arbitrator as both grievances are involving the same issue.

John Potters told O'Brien that the County would take that under advisement.

Paul Spencer came before the committee with a request to fill a vacant Typist I position in his department.

Motion by Holewinski, second by Cushing to approve filling the vacant Typist I position in the Department of Social Services. Motion carried; all ayes.

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Spencer also told the committee that due to economic conditions he would be taking a request to the Social Services Committee to add an additional Economic Support Specialist position to his department. Spencer added that if approved at his committee he would bring it back to the LRES Committee for further consideration. Chairman Young thanked Spencer for the heads up on the situation.

Linda Conlon came before the committee with a request to fill a full time public health nurse and a subsequent 80% public health nurse position caused from the part time employee taking the full time position.

Motion by Cushing, second by Dean to approve filling a full time public health nurse position and as a result of an internal promotion, approve filling a part time/80% public health nurse position as well. Motion carried; all ayes.

Dianne Jacobson came before the committee with a request to fill the Activities Volunteer Coordinator position in her office. Jacobson explained the incumbent employee is retiring after 29 years of service.

Motion by Dean, second by Holewinski to approve filling the Activities Volunteer Coordinator position at the Department on Aging. Motion carried; all ayes.

Sheriff Jeff Hoffman came before the committee to ask for them to consider making changes to the compensation package for non-union lieutenant positions to make them equitable as compared to the union positions in his department. The Sheriff explained that the non-rep benefit package has not kept pace with the union benefit package. He continued that he wants to recruit the best and in order to do so the benefits need to be equitable.

Additional information was reviewed and discussed. Chairman Young suggested placing the topic on the next agenda for further review and discussion before any decisions were made. The consensus of the group was favorable.

Motion by Cushing, second by Wickman to approve filling the vacant Lieutenant position. Motion carried; all ayes.

Motion by Cushing, second by Dean to approve the Solid Waste Director appointment resolution and forward to County Board for further consideration. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to approve the Non-Sworn 2008 Wage Increase resolution and forward to County Board for further consideration. Motion carried; all ayes.

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Motion by Cushing, second by Wickman to approve the resolution creating a 45% Chemist position in the Solid Waste Department and forward to the County Board for further consideration. Motion carried; all ayes.

Motion by Cushing, second by Dean to approve the Ordinance Amendment for the Vacancy Review Process and forward to County Board for further consideration. Motion carried; all ayes.

Motion by Cushing, second by Dean to approve the Superior States Administrator Contract for 2009. Motion carried; all ayes.

The committee reviewed the November 2008 report from Caremark regarding the Discount Prescription Drug Program sponsored by NaCo.

Young shared information with the committee from a recent Group Health Trust Board meeting he attended.

Potters went over the December Coordinators Report.

Motion by Cushing, second by Dean to accept the Coordinators Report for December. Motion carried; all ayes.

Motion by Cushing, second by Dean to adjourn to closed session pursuant to section 19.85 (1)(e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. Upon completion of this portion of the meeting, it is anticipated the Committee will return to open session to consider the remainder of the meeting agenda. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

Motion by Cushing, second by Holewinski to return to open session. Roll call vote with all voting in the affirmative. Motion carried.

The following motion was made during the above closed session and announced in open session:

Motion by Cushing, second by Wickman to deny Courthouse Association Grievance 08-005. Roll call vote taken with all voting in the affirmative. Motion carried.

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Future meeting dates:

January 28, 2009	9:00 a.m.	Regular Meeting
February 3, 2009	9:00 a.m.	Joint Meeting with Finance Committee
February 10, 2009	10:30 a.m.	Contract negotiations with Courthouse and Highway Unions

Future agenda topics:

Lieutenant Compensation
Paid Time Off and Compensatory Time

Motion by Cushing, second by Dean to adjourn. Motion carried; all ayes.

Meeting adjourned at 11:52 a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary