

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

July 30, 2009

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, County Board 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); Brian Desmond (Corporation Counsel); Curt Krouze (Build & Grounds); Mike Bess (Social Services); Julie Allen (ITS); Dennis O'Brien (AFSCME Agent); Randy Ingram (WPPA Agent); Jeff Hoffman, Bryan Wege (Sheriff); Phil Puza (Solid Waste); Gina Olson (Clerk of Court); Peter Wolk (Supervisor); Stan Michelstetter (WERC); John Prentice (Attorney); Rudy Zdroik (AFSCME Witness).

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

Motion by Dean, second by Young to approve the minutes of June 19 and July 14, 2009. Motion carried; all ayes.

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

Court Clerk Vacancy Appeal

Gina Olson came before the committee with a request to waive the six month waiting period to fill the Criminal Clerk in her office. The committee discussed the possibility of hiring less than a full time replacement. Gina indicated that her office not only handles the two judges for Oneida County but also for additional judges that are brought in to hear cases as well as the Family Court Commissioner and didn't think that a part time position would do it.

Motion by Holewinski, second by Wickman to approve the appeal of the six month waiting period for the Criminal Court Clerk position provided the position remain vacant for three months and the position is filled from within. Motion carried; all ayes.

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2010 Staffing Request Procedure

Lisa Charbarneau went over the 2010 Staffing Packet that the committee received in their agenda packet. Charbarneau told the committee that the list of positions not funded by tax levy dollars are included for review during staffing hearings.

Motion by Dean, second by Wickman to approve the 2010 Staffing Packet as presented. Motion carried; all ayes.

Wellness/Health Updates

Charbarneau told the committee that they had received a copy of the letter that went out to employees regarding annual physicals being covered by health insurance.

Jack Young thanked Randy Ingram for co-authoring the memo that was sent out to staff.

Furlough Days for Sheriff and Highway Unions

Young opened the conversation by indicating to the Sheriff that he knew the department was having some problems with the furlough days.

Hoffman indicated that he had received a grievance and was meeting with the union on Friday. He continued that he hoped to have an open discussion with the union regarding the issues at hand. Hoffman said that in order to give a furlough day to an employee, he would have to call in someone else to cover the shift at time and a half. Hoffman said he hoped to have more answers after meeting with the union.

Young asked Hoffman to keep Potters and Sorenson informed. Young told the Sheriff that he had done a good job informing his staff about furlough days. He continued that he had a conversation with an employee's spouse who was under the impression that furlough days were being implemented unequally.

Potters told the committee he had sent a letter to the Highway Union regarding voluntary furlough days due to their contract and has not heard back from them. Potters continued that with the Committee's permission, he would like to proceed to talk to the union about furlough days.

Wickman stated that communication is important and whatever can be done to make everyone understand should be implemented.

Travel Requests

Motion by Dean, second by Wickman to approve the attendance of Charbarneau and Herrmann at the WACPD Conference in September 2009. Motion carried; all ayes.

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Motion by Dean, second by Cushing to approve the attendance of John Potters at the WCA and Administrators Conference in September 2009. Motion carried; all ayes.

Motion by Holewinski, second by Dean to approve the attendance of Linda Herrmann at Module II training in Appleton as presented. Motion carried; all ayes.

Future Meeting Dates

August 12, 2009	9:00a.m. Regular Meeting
August 25, 2009	9:00a.m. CANCELLED
August 26, 2009	9:00a.m. Regular Meeting/Zdroik Grievance Hearing
August 27, 2009	9:00a.m. Mediation with AFSCME and WPPA

Future Agenda Topics

Young told the committee that he had attended a conference where he saw a presentation for new county board members. Young continued that he has been asking Bob Brusio for years to put something together. He told the committee he had given the information to Potters to put something together for the next meeting.

Closed Session

Motion by Dean, second by Cushing to adjourn to closed session pursuant to section 19.85 (1) (e), and (g) Wis. Stats for (1) 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; and (2) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Dean, second by Wickman to return to open session. Roll call vote taken with all voting in the affirmative.

There was no action taken during the above closed session.

Motion by Dean, second by Cushing to have Potters and Sorenson prepare a letter for all County Board supervisors and employees on furlough days. Motion carried; all ayes.

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

Meeting adjourned at 12:47 p.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary