

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

August 12, 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); Brian Desmond (Corporation Counsel); Dianne Jacobson (Dept on Aging); Paul Spencer (Social Services); Karl Jennrich (Planning & Zoning); Gary Baier, David O'Melia, Sonny Paszak, Peter Wolk (Supervisors).

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 agenda for the present meeting. Motion carried; all ayes.

Motion by Cushing, second by Dean to approve the minutes of July 30, 2009. Motion carried; all ayes.

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

Paul Spencer came before the committee with a request to fill a Social Worker position. Spencer told the committee that the person in this position was on a Family Medical Leave for twelve weeks prior to leaving, so the position has been vacant for approximately four months. Spencer continued explaining that this position works with keeping children in the community, which saves the County money. Cases now involve much more alcohol and drugs than ever before, which require a new skills set for Social Workers. Spencer told the committee that the department was partnering with Ministry Health Care on a grant and that this would help to share the burden, coordinate efforts and spend less money. He also encouraged the committee to develop a system to quickly approve positions involved in grants. The current system takes too long and grants can be very specific on time frames.

Motion by Holewinski, second by Cushing to approve filling the vacant Social Worker position as presented. Motion carried.

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Dianne Jacobson came before the committee with a request to appeal the mandatory six month vacancy for the Secretary I position at the Department on Aging. Dianne reminded the committee that she had been covering the vacancy with an intern and a Limited Term Employee; however it is becoming increasingly evident that the department can not function without the position.

John Young indicated that it is important for the county to have a reliable person handling the receipt of money at the Department on Aging.

Motion by Cushing, second by Holewinski to approve the appeal of the mandatory six month vacancy of the Secretary I position at the Department on Aging and proceed with filling the position. Motion carried; all ayes.

The committee reviewed the ordinance amendment regarding Furlough Days. Brian Desmond indicated that he had already reviewed and approved the ordinance.

Motion by Cushing, second by Wickman to approve the Ordinance Amendment on Furlough Days and forward it to the County Board. Motion carried; all ayes.

Motion by Cushing, second by Dean to adjourn to closed session pursuant to section 19.85 (1) (c), (e), and (g) Wis. Stats to (1) consider the employment and performance evaluation date of an Oneida County employee; (2) 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 and (3) 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.

Discussion held in closed session.

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

The Chair announced that there was no action taken during the above closed session.

The committee reviewed a booklet prepared by John Potters for new County Board Supervisors.

Motion by Cushing, second by Wickman to move forward with the booklet for new County Board Supervisors allowing the county coordinator to tweak as needed. Motion carried; all ayes.

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Under the County Coordinator Report, John Potters explained that at the Finance Committee meeting he said the LRES budget could be cut by \$250 for subscriptions. He continued discussing the outside legal counsel line item; reminding the committee that when he was hired it was the plan for him to continue to get training for labor negotiations which has been occurring. Potters said the goal is to reduce the need for outside labor costs each year; however it is important to protect the County from liability issues that can only be handled by outside legal counsel.

Charbarneau added that the liability policy through County Mutual covers legal issues for things like harassment and EEOC complaints.

Potters finished by stating that due to the main focus in negotiations, it is imperative to continue with outside legal counsel until it is resolved.

Meeting dates as follows:

Sept 9, 2009 9:00a.m.

Sept 24, 2009 10:30am

Motion by Wickman second by Dean to adjourn. Motion carried; all ayes.

Meeting adjourned at 10:28 a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary