

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

August 26, 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); Paul Spencer (Social Services); Dan Kuzlik (UW Extension); Nancy Hollands (L&W); Mike Skubal (Daily News); Peter Wolk, David O'Melia (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 Wickman to approve the minutes of August 12, 2009. Motion carried; all ayes.

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

Paul Spencer came before the committee with a request to fill an Economic Support Specialist position. Spencer went over a handout that was provided to the Committee in their agenda packets.

Motion by Holewinski, second by Cushing to approve filling the Economic Support Specialist position as presented. Motion carried; all ayes.

The committee reviewed a request to approve filling the AIS Coordinator position. Dan Kuzlik indicated to the committee that the State has frozen hiring of new positions and will only allow for vacancies of current positions to be filled.

Chair Young asked the Corporation Counsel to be at the meeting to determine whether the committee could bring a resolution to the County Board in September for the three year review of the AIS Coordinator position, even though the three years wouldn't be up until October.

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Brian Desmond told the committee that a resolution could be brought to the County Board in September but needs to include language indicating that this is the three year review of the AIS position, which could be done in coordination with the 2010 budget cycle.

Young told the group that he did not agree with starting the process to fill the AIS position until after the County Board meets in September.

Wickman told the committee he was at a Land & Water Committee meeting and they were discussing that it is a State mandate to fill the AIS position.

Nancy Hollands clarified saying it is a State mandate to have a Land & Water Conservation Committee.

Desmond also said the county could combine the two committees, but recommended waiting until the next organizational meeting of the County Board.

Dean asked what the back up plan was if the State didn't come through with a Horticulture Agent.

Desmond answered saying the position would be funded by tax levy and have to be approved by the County Board.

Motion by Cushing, second by Dean that as Land & Water and UW Extension Departments are in the middle of a merger and the six month mandatory vacancy period is due to expire, to bring forward a joint resolution to fill the AIS Coordinator position to the County Board in September. Motion carried; all ayes.

Dan Kuzlik came before the committee with a request to fill the Family Living Agent at the UW Extension. Kuzlik reminded the committee that position is a UW faculty position which is funded 40 percent by the County.

Potters told the committee that the county does not utilize the services that the UW Extension provides.

Holewinski said he would like to see a list of services that could assist other County departments.

Motion by Young, second by Dean to approve filling the Family Living Agent position at the UW Extension. Motion carried; all ayes.

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Julie Allen and Nancy Schauer were present before the committee to discuss Courthouse Union Grievance 09-005 regarding furlough days. Julie told the committee the grievance was filed as the union believes this needs to be bargained. Allen continued that the union is not against furlough days, they just want to discuss them before they are implemented.

Potters asked the union what the remedy was for the grievance. Allen responded that there should be a letter of agreement that the union agrees to the three furlough days, and that the County will discuss these types of issues with the union in the future before implementing them.

Motion by Cushing, second by Dean to adjourn to closed session pursuant to section 19.85 (1) (e), and (g) Wis. Stats to (1) purposes of deliberating the County's position in a matter related 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.

Discussion held in closed session.

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

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

Motion by Cushing, second by Dean to deny Courthouse Union Grievance 09-005 on Furlough Days. Roll call vote taken with all voting in the affirmative. Motion carried.

Lisa Charbarneau gave an update to the committee on the Walk Wisconsin Program being sponsored by the Group Health Trust.

Motion by Cushing second by Wickman to reduce line item 521102 by \$2000.00; reduce 52103 by \$500.00 changing the total of non-personnel expenses to \$35,505. Motion carried all ayes.

Motion by Cushing, second by Holewinski to accept the LRES Budget as amended and forward it on to the Finance Committee. Motion carried; all ayes.

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Future meeting dates are as follows:

August 27, 2009	9:00a.m	Mediation
Sept 9, 2009	9:00a.m.	Regular Meeting
Sept 24, 2009	10:30 a.m.	Regular Meeting

Future agenda topics:

Articles from the Mutual Effort magazine: Management Rights, Personnel Policies and Procedures reviewed at no cost, and Online trainings at no cost. Cushing told John Potters that he would like to see him and Dan Kuzlik come up with a list of how departments could better utilize the UW Extension for a future meeting.

Charles Wickman asked about gaining assistance for the Solid Waste Department for administrative tasks.

Sorenson said the Solid Waste Chair, Matt Matteson should request assistance from John Potters.

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

Meeting adjourned at 10:46 a.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary