

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

October 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, and Charles Wickman.

COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused).

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); John Prentice (Attorney); Peter Wolk, Gary Baier, Tom Rudolph (Supervisors); Karl Jennrich (Plan & Zone); Paul Spencer (Social Services); Nick Scholtes (Highway); Dan Kuzlik (UW Extension); Nancy Hollands (Land & Water); Charlie Evenhouse (Solid Waste); Terri Ripp, Keith Fabianski (Sheriff); Randy Ingram (WPPA Bargaining Agent).

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.

Announcements by Chair

Young told the committee that Group Health Trust has kept administrative costs to five percent versus twenty-two to thirty-eight percent administrative costs from private health insurance providers. He continued that the lower administrative rate is reflected in the premiums for group health insurance for the County. Young also told the committee that Group Health Trust lowered the health insurance premium increase for 2010 from thirteen percent to eleven percent.

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

Motion by Wickman, second by Dean to approve the minutes of September 24, 2009.
Motion carried; all ayes.

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

Vacancy Review Policy

John Young told the committee that the Vacancy Review Policy was discussed at the Finance Committee. Young continued that he wanted to review with the LRES Committee to be certain everyone was on the same page and that the committee needs to stick to its guns on this policy. He continued that positions paid for by grants should be filled. Young said the committee needed to decide if when a position becomes vacant to

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leave it vacant for the six month period or post and fill the position and subsequent positions from within, until the County would be recruiting from the outside and leave that last position vacant for six months.

Wickman told the committee that there were complaints from Department Heads about the six month vacancy rule. Department Heads fear the LRES Committee will presume that if the department has done without the position for six months, maybe it is not needed at all.

Potters confirmed that Department Heads are fearful that if they work together and work harder during the vacancy time period, that the LRES Committee will not approve the position to be filled as the department has gotten along without the position for six months. He continued that roughly \$150,000 is saved by vacant positions in the County each year. He encouraged the committee to consider that the department has worked hard to cover the six month period and not to automatically eliminate the vacant position. Potters also said that the current appeal process is coming immediately forward to the committee.

Sorenson clarified that the Finance Committee increased the vacancy dollars in the budget for 2010 from \$150,000 to \$250,000. She told the committee that in order to attain that number the committee needs to adhere to the vacancy review policy.

Wickman asked about the possibility of job sharing.

Potters told the committee that some of the departments have already done this, however to most of the departments this is new territory. He continued that it was possible for two departments to share one employee. He told the committee that it increases employee moral by not eliminating positions. He finished by saying that this concept has worked well in other counties and that he intends to discuss this topic at the next department head meeting.

Dean added that the committee is heading down the right track with job sharing and it saves money as well.

Economic Support Specialist Vacancy Review

Paul Spencer came before the committee with a request to fill an Economic Support Specialist position. Spencer indicated that the vacancy was created due to a promotion from the unit to a Social Worker position. Spencer told the committee that fifty percent of the cost comes from Federal monies.

Motion by Cushing, second by Dean to approve filling the vacant Economic Support Specialist position in Social Services as presented. Motion carried; all ayes.

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Social Worker Vacancy Review

Paul Spencer came before the committee with a request to fill a vacant Social Worker position in the Child Welfare unit of Social Services. Spencer indicated that the vacancy exists due to a Social Worker accepting a position with the State Corrections Department. Spencer explained to the committee that this position works to keep kids out of institutions and remain in the community which saves the County money.

Motion by Cushing, second by Dean to approve filling the vacant Social Worker position in Social Services as presented. Motion carried; all ayes.

Typist II Land & Water Conservation Vacancy Review

Nancy Hollands came before the committee with a request to fill a 63% Typist II position in the Land & Water Conservation Office. Hollands explained that the position became vacant in April as the employee in the position accepted a full time position in Social Services. She also told the committee that the employee continued in her department for two days per week until the end of August.

Wickman asked if this could be addressed with the merger of the Land & Water Conservation and UW Extension Offices.

Dan Kuzlik told the committee there are defiantly opportunities to save; however the two departments need to be physically located together in order to determine what those savings will be.

Potters told the committee that he considered the merger specifically when evaluating this request. Potters told the committee that if the Conservation Specialist position is increased to 100% some of the excess duties could be covered by that employee. He continued that the AIS Coordinator position would be located at the UW Extension and would relieve the Land & Water Conservation Office of the related AIS workload.

Wickman told the committee that a couple of supervisors believe there are surplus employees in the Planning & Zoning Department that could job share immediately with Land & Water.

Potters confirmed that there have been suggestions to use the Planning & Zoning Office staff to assist with the work load in Land & Water Conservation, however Planning and Zoning is busy and is going to be eliminating another position for 2010.

Motion by Cushing, second by Young to deny filling the Typist II position at this time based on not knowing the impact of the departmental merger between Land & Water Conservation and UW Extension Offices. Motion carried; all ayes.

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2010 Staffing Requests

Nancy Hollands came before the committee to increase the Land & Water Conservation Specialist position from 73% to 100%. Hollands gave an overview of the history of the position.

Motion by Cushing, second by Wickman to increase the Land & Water Conservation Specialist position from 73% to 100%. Motion carried; all ayes.

Hollands presented a second request for two AIS Project Assistant LTE positions for 2010. Hollands indicated that the total cost of the positions is covered by a grant from the DNR.

Motion by Wickman, second by Cushing to approve the two LTE AIS Project Assistant positions covered by a DNR grant as presented. Motion carried; all ayes.

Dan Kuzlik came before the committee with staffing requests for the UW Extension for 2010.

Motion by Cushing, second by Wickman to approve the 133 Contracts for the UW Extension agents as presented. Motion carried; all ayes.

Kuzlik presented a request for an LTE Horticulture Assistant for 2010. He explained that they try to hire a student in their final year of schooling as an internship.

Motion by Dean, second by Wickman to approve the LTE Horticulture Assistant as presented. Motion carried; all ayes.

Kuzlik presented a request for an LTE Secretary to the Fair Committee.

Motion by Dean, second by Wickman to approve the LTE Fair Secretary as presented. Motion carried; all ayes.

Charlie Evenhouse came before the committee with staffing requests for the Solid Waste Department for 2010.

Motion by Cushing, second by Wickman to approve the Solid Waste Staffing requests as presented. Motion carried; all ayes.

Karl Jennrich came before the committee to report that the Planning & Zoning Committee cut the 27% Land Use Specialist position from his 2010 budget. Jennrich continued that the Zoning Technician position which was created under Resolution 127-1999 was also being eliminated from his budget for 2010.

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Motion by Cushing, second by Wickman to accept reductions in Planning & Zoning Staff as outlined by Karl Jennrich. Motion carried; all ayes.

The committee reviewed Health Department positions that are funded by other than tax levy dollars.

Motion by Cushing, second by Wickman to approve the Non Tax Levy funded positions in the Health Department per handout provided by Linda Conlon. Motion carried; all ayes.

Resolution: Community Policing Grant

Motion by Cushing, second by Young to approve the resolution regarding the Community Policing Grant Deputy position at the Sheriff's Department for 2010. Motion carried; all ayes.

Executive Session

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

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

Motion by Cushing, second by Wickman to approve a paid leave of absence for David Palubicki at the Highway Department to be reviewed in six weeks. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Young, second by Dean to approve the tentative contract settlement with the Non Protective Association. Roll call vote taken with all voting in the affirmative. Motion carried.

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

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Meeting adjourned at 4:17 p.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary