

## LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

December 14, 2009

**MEETING CALLED TO ORDER** by Chairman John Young at 10:30 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); Nick Scholtes (Highway); Kathy Muntner, Todd Troskey (Health); Peter Wolk (Supervisor); Randy Ingram (WPPA); John Prentice (Attorney).

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 Holewinski to approve the amended agenda for the present meeting. Motion carried; all ayes.

Motion by Holewinski, second by Wickman to approve the minutes of November 5, 2009. Motion carried; all ayes.

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

### Economic Support Specialist Vacancy

Motion by Holewinski, second by Wickman to approve filling the Economic Support Position in Social Services. Motion carried: all ayes.

### Register in Probate training for new hire request

The committee reviewed a request to have two people in the Register in Probate position for one week for training purposes.

Motion by Holewinski, second by Wickman to approve the Register in Probate training request. Motion carried; all ayes.

### Resolution for Supplemental and Additional Life Insurance

Motion by Cushing, second by Holewinski to approve the Resolution to offer supplemental and additional life insurance coverage to employees at their expense and forward on to the County Board. Motion carried; all ayes.

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### Initial Exchange of Proposals with Public Health Nurses Association

The committee met with members of the Public Health Nurses Association for initial exchanges of bargaining proposals for a successor agreement.

### Resolution Establishing a Presumption of infectious disease

Motion by Cushing, second by Wickman to approve the resolution regarding changes being proposed to switch the burden of proof to employers for infectious diseases and forward to the County Board. Motion carried; all ayes.

### Resolution Making Protective Retirement a Mandatory Subject of Collective Bargaining

Motion by Holewinski, second by Wickman to approve the resolution to object to Protective Status becoming a mandatory subject of bargaining. Motion carried; all ayes.

### Vacancy Review Report

The committee reviewed a summary of vacancy review dollars for 2009. The first three quarters showed a savings of \$87,920, leaving \$62,080 to meet the 2009 budget of \$150,000.

### Recruitment Report

Lisa Charbarneau gave an update on current recruitments within the county.

### Wellness/Health Updates

John Young updated the committee on eligibility being extended to age 27 for non-married dependent children to stay on health insurance. He also indicated that as the County's health insurance would be considered a Cadillac plan, the employees would be taxed on the benefit.

### Non-represented Comparable Wage Data

The committee reviewed draft data from comparable counties for non-represented wage data. The committee discussed the possibility of adjusting the schedule by removing steps 1, 2, 13 and 14. There was no action taken.

### Executive Session

Motion by Cushing, second by Holewinski 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.

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Discussion held in closed session.

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

Motion by Dean, second by Holewinski to approve the extension of David Palubicki's leave of absence through December 23 to be reviewed by John Potters for further extension. Motion carried; all ayes.

UW Extension Services

Potters handed out an overview of services and examples from the UW Extension. Potters told the committee that the county needs to consider services from the UW Extension before going to the outside.

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

Meeting adjourned at 1:35 p.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary