

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

April 14, 2010

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, Committee Room 1.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, Paul Dean, and Scott Holewinski.

COMMITTEE MEMBERS ABSENT: Charles Wickman (excused).

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Ken Kortenhof (Emergency Management); Jeff Hoffman, Keith Fabianski, Kelly Kiewert (Sheriff); Linda Conlon (Health); Gina Olson (Clerk of Court); Larry Greshner, 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 Holewinski, second by Cushing to approve the minutes of March 11, 2010. Motion carried; all ayes.

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

Correction Officer Vacancy Review

Sheriff Hoffman came before the committee with a request to fill a vacant Correction Officer position due to a resignation.

Motion by Cushing, second by Holewinski to approve filling the Correction Officer vacancy at the Sheriff's Department. Motion carried; all ayes.

Creation of LTE Deputy Emergency Management Director Position

Ken Kortenhof came before the committee to explain a restructuring of his department. Currently, the Department has an LTE Hazmat Chief; however that individual will be retiring in July. Kortenhof told the committee he wants to split the current Hazmat Chief salary of \$6900 between a Hazmat Chief and a Deputy Emergency Management Director position. He explained that the Deputy Emergency Management Director would be paid \$15 per hour when needed or attending necessary training. Kortenhof explained that it could be a cost savings depending on how many hours a Deputy Emergency Management Director is needed.

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Motion by Cushing, second by Holewinski to create an LTE Deputy Emergency Management Director position as presented with no additional costs to the budget. Motion carried; all ayes.

Deputy Emergency Management Director Appointment

Kortenhof told the committee that he has two individuals who will be assuming the duties of the Deputy Emergency Management Director when needed. Jason Goeldner is a current volunteer and Phil Puza who is employed at the Solid Waste Department.

Potters explained that 4.48 of the County Code require the LRES Committee to approve a current employee taking on another position within the County.

Motion by Cushing, second by Holewinski to approve Phil Puza acting as Deputy Emergency Management Director in addition to his full time position at the Solid Waste Department as outlined by Kortenhof. Motion carried; all ayes.

Peer Breastfeeding Coordinator Contract

Linda Conlon came before the committee to explain that the Health Department received a larger grant for the Peer Breastfeeding Coordinator position. In order to use the additional dollars it was necessary to change the LTE position to a contracted position. Linda explained that the contract has been developed and approved by the Corporation Counsel Office.

Motion by Holewinski, second by Cushing to approve the Peer Breastfeeding Coordinator Contract as presented. Motion carried; all ayes.

Resolution: Life Insurance

Charbarneau explained to the committee that the resolution was necessary to correct the prior resolution that inadvertently increased the death benefit of the Life Insurance Plan with a cost to the County.

Motion by Cushing, second by Holewinski to approve the Life Insurance Resolution and forward it on to the County Board for further consideration. Motion carried; all ayes.

Resolution: Deputy Sheriff Contract

Motion by Holewinski, second by Cushing to approve the Deputy Sheriff Contract resolution and forward to County Board for further consideration. Motion carried; all ayes.

Elected Official Wages: Clerk of Court and Sheriff

Potters presented data to the committee on comparable wage data for elected officials in the State of Wisconsin. Potters reminded the committee they need to look at the position

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not the individuals in those positions. He continued that the County was fortunate to have tenured elected officials.

Young asked the committee if they wanted to handle the positions together or separately. He reminded the committee that all elected officials used to be paid the same, however during the last election cycle the Treasurers salary was reduced.

Potters reminded the committee that duties were removed from the Treasurers position and moved to the Finance Director position. This reduced the wages of the Treasurer by 8%.

Hoffman told the committee that it is difficult to determine the economy in three to five years. He continued that he doesn't have a hard time asking for wages for his staff; however it is more difficult to ask for himself. He explained that he also has looked at internal and external comparables as well as looking at the accomplishments of the Sheriff's Department itself.

Young reminded the group that comparing Elected Officials to internal Department Heads isn't a good comparison as the Elected Officials do not report to the County Board like Department Heads do.

Potters recommended a three percent increase in 2011 and 2012 and a two percent increase in 2013 and 2014.

Dean told the committee he could not support this type of an increase when the County has no idea how the economy will be in the future.

Motion by Holewinski, second by Cushing to set the Sheriff and Clerk of Court wages with a three percent increase in 2011 and 2012 and a two percent increase in 2013 and 2014. Motion carried; Holewinski, Cushing, Young voting aye; Dean voting no.

Wellness/Health Updates

Young told the committee that he included in the agenda packet an update on annual exams for employees and information from Group Health Trust entitled Affordable Health Care in America. Young indicated that GHT was in the process of reviewing the numbers on the annual physical and there would be an additional update. Young also said that some of the changes coming in health care would benefit the County and some would not.

Exercise Room Equipment Purchase

Linda Herrmann came before the committee with a request to purchase a new treadmill to replace one that is at least twenty years old and is being repaired more than it is working.

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Herrmann explained that she would be submitting the cost of the equipment to Group Health Trust for reimbursement, however there is no guarantee that they would reimburse the County.

Motion by Cushing, second by Holewinski to approve the purchase of a new treadmill for \$5184 as presented. Motion carried; all ayes.

Executive Session

Motion by Dean, 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 (Topic: Non-Protective Grievance); 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 Holewinski to return to open session. Roll call vote taken with all voting in the affirmation. Motion carried.

There was no action taken during the above closed session.

Performance Evaluations

Potters handed out a packet of information to the committee regarding possibilities for conducting performance evaluations for employees. Potters asked them to review the information and it would be placed on a future agenda to discuss further. He also pointed out that his recommendation was near the end, which would have the County Board Chair, the Committee of Jurisdiction Chair and the County Coordinator conduct performance evaluations of department heads.

Dean indicated that he felt this was heading in the right direction.

Service Reductions

Potters told the committee that the County currently has 292.7 full time employees, which is comparable to other counties our size.

Holewinski asked to have Potters present how much was saved so far in 2010 on staffing costs due to vacancies or terminations.

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Travel Requests

Motion by Cushing, second by Dean to approve Lisa Charbarneau's attendance at the Spring WACPD meeting in Door County. Motion carried; all ayes.

Motion by Cushing, second by Dean to approve John Potter's attendance at the 6<sup>th</sup> Annual WERC Conference in Madison. Motion carried; all ayes.

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

Meeting adjourned at 11:25 a.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary