

**JOINT LABOR RELATIONS & EMPLOYEE SERVICES AND
ADMINISTRATION COMMITTEE MINUTES
First Floor Conference Room, Oneida County Courthouse
March 14, 2018**

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Carol Pederson, Sonny Paszak, Billy Fried

LRES COMMITTEE MEMBERS ABSENT: Dave Hintz (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Grady Hartman (Sheriff's Office); Larry Mathein (Medical Examiner)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the First Floor Conference Room of the Oneida County Courthouse. This meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AMENDED AGENDA

Motion by Paszak to approve the amended agenda. Second by Fried. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Fried to approve the February 28, 2018 minutes as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Brief discussion of bills and vouchers presented. Motion Fried to approve the bills and vouchers as presented. Second by Cushing. All members present voting 'Aye'. Motion carried.

PAYROLL/CIVIL PROCESS TECHNICIAN VACANCY REVIEW APPEAL

Hartman reports that the Payroll/Civil Process Technician position is now open due to an employee retirement. Hartman requests to fill this position and is agreeable to the 8-week waiting period. Fried asked if Hartman has looked at a different structure for this position and if any duties can be combined with the Finance Department. Hartman says they will be looking at some internal restructuring of the position but overall, the structure of the position works well and the department will keep the position relatively similar. Discussion held on the duties of the position. Motion by Cushing to approve the vacancy review appeal for the Payroll/Civil Process Technician at the Sheriff's Office. Second by Pederson. All members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Pederson, second by Paszak to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Correction Officer Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:10 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Hartman and Smith

RETURN TO OPEN SESSION

Motion by Fried to return to open session. Second by Cushing. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 9:22 a.m.

Motion by Cushing to approve the Corrections Officer compensation at Step 5 and to grant a full year (27 days) of PTO at hire and to forward this request on to the County Board. Roll call vote taken with all members present voting in the affirmative. Motion carried.

RESOLUTION – CHIEF DEPUTY AND CAPTAIN COMPENSATION

Discussion held on topic discussed at the February 14th meeting to clarify details of proposal based on estimates of COLA (Cost of Living Adjustments) in future years. Smith discussed her concerns on the costs of this request to the county. Hartman feels the wages for these positions need to remain competitive in order to recruit and retain good employees. Hartman feels the county is in a good fiscal position to afford this request and also notes that the Sheriff's Office has been fiscally responsible in the past and will continue to do so by finding the funds in their budget to support this request. Hartman reports posting the Captain's vacant position a month ago at the current wage and has received no applicants so far. Hartman says if they are unable to fill the Captain's position due to the pay, he may need to restructure his staff which may cost the county even more in the long run. Smith agrees that Hartman is fiscally responsible but is concerned that if a different Sheriff is elected that is not fiscally responsible, the money may no longer be available in the Sheriff's budget in future years to cover the increased costs. Smith discussed handout comparing management wages based on general employee versus bargaining unit increases. Further discussion held on extra hours worked by management, and the opioid and meth issues that law enforcement in Wisconsin are facing. Smith proposes taking the increases year to year for these positions in order to have better COLA information. Committee discussed different options. Motion by Fried to approve all portions of this request. Second by Pederson. All members present voting 'Aye'. Motion carried. Further discussion held, clarifying resolution wording regarding funding increases.

COMMUNITY HEALTH SPECIALIST VACANCY REVIEW APPEAL

Charbarneau reports that Public Health's Tobacco Coordinator has accepted another position. Public Health would like to refill this position as soon as possible but is unsure of whether the limited grant money will cover a full or part-time employee at this time. Discussion held regarding added costs to a position when an employee takes versus waives health insurance. Motion by Cushing to approve filling the Community Health Specialist vacancy review appeal. Second by Paszak. All members present voting 'Aye'. Motion carried.

RESOLUTION – SHERIFF WAGES 2019-2022

The Committee is now needing to determine wages for the upcoming four-year Sheriff's term. Charbarneau reminded the Committee that for the 2015-2018 contract, the Committee approved a 7% pay increase in 2015 and 0% for 2016-2018. Charbarneau notes that Corporation Counsel is requiring a dollar amount rather than percent increase for this next four-year contract. Hartman provided handout's on comparing his salary to the Chief Deputy salary and feels that the Sheriff should make more than the Chief Deputy position. Hartman requests that the Sheriff's wage be 7%-10% above the Chief Deputy and also requests VEBA funds be added to his salary, since they were also added to the Chief Deputy's compensation. Fried voiced concerns about the Committee's inability to hire and fire the Sheriff and feels setting the wage is unique as well. Pederson provided thoughts on the importance of these positions and her support for the request. Paszak agrees with Pederson but also sympathizes with the taxpayers who need to fund these increases. Hartman discussed cost savings he's found in his budget and feels that

RESOLUTION – SHERIFF WAGES 2019-2022 (continued)

should be rewarded. Charbarneau discussed the upcoming budget years and the need for the County Board to review county programs and make needed cuts in order to support vital services such as the Sheriff's Office. Continued discussion held. Motion by Cushing to set the Sheriff's salary at \$5,000 above the Chief Deputy for 2019-2022 and deny the request for VEBA funds. Second by Paszak. All members present voting 'Aye'. Motion carried.

RESOLUTIONS

- **Clerk of Court Wages 2019-2022:** Committee reviewed resolution based on discussions had at the last Committee meeting. Motion by Cushing to approve the Clerk of Court wages. Second by Fried. All members present voting 'Aye'. Motion carried.
- **Corrections Officer Compensation:** Brief discussion held. Motion by Cushing to approve resolution for 27 days PTO at hire and starting rehired employee at Step 5. Second by Pederson. All members present voting 'Aye'. Motion carried.
- **Active Shooter Training:** Discussion held on Active Shooter training for employees and County Board. Motion by Cushing to approve the Active Shooter training resolution. Second by Fried. All members present voting 'Aye'. Motion carried.

2017 YEAR END LINE ITEM TRANSFERS

Charbarneau discussed line item transfers made to 2017 LRES budget, noting that LRES will return \$2,049 back to the general fund for 2017. Brief discussion held. Motion by Cushing to approve the line item transfers as presented. Second by Pederson. All members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

March 28, 2018 at 9:00 a.m.
April 11, 2018 at 9:00 a.m.
April 26, 2018 at 10:00 a.m.

FUTURE AGENDA TOPICS

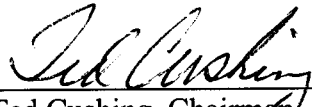
Handbook and Chapter 4 updates

PUBLIC COMMENTS

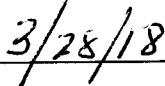
None

ADJOURNMENT

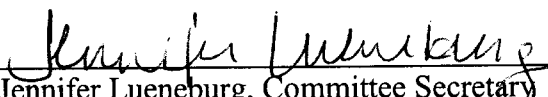
Motion by Cushing to adjourn meeting. Second by Fried. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:43 a.m.



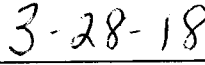
Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date