

## LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

April 8, 2009

**MEETING CALLED TO ORDER** by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, County Board 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); Nancy Schauer, Julie Allen, Vicki Gehrig (ITS); Nancy Hollands (L&W Conservation); Jeff Hoffman (Sheriff); David O'Melia, Thomas Rudolph, Wilbur Petroskey, Matt Matteson, Gary Baier, Frank Greb, Peter Wolk, Dennis Thompson (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.

### **Chairman's Announcements**

Chairman Young said it was good to be back after being out west for a couple of weeks. Young noted that in reading the local papers in Arizona they were having the same problems that Oneida County is facing. Bullhead City was facing a 1.5 million dollar shortfall in their budget. They were giving all employees off eleven days without pay, increasing fees, removing programs. Young continued that in Mohave County they implemented a hiring freeze, no overtime, no travel, all non-essential purchases were postponed to the next budget year, all departments had to reduce their budgets by five percent, implementing non-paid furlough days and permanent downsizing. Young said this was for the purpose of information only.

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

Motion by Cushing, second by Dean to approve the minutes of March 11, 2009. Motion carried; all ayes.

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

## LABOR RELATIONS AND EMPLOYEE SERVICES COMMITTEE MINUTES

April 8, 2009

Page 2

### **Courthouse Grievance 09-002/Call Time**

Nancy Schauer presented the Courthouse Grievance regarding Call Time. Schauer indicated that Call Time was part of the Contract Arbitration Award and should be retroactive to January 1, 2007 just like wages.

The committee asked if there would be other requests for call time from other departments.

Julie Allen indicated that the union talked to Buildings and Grounds and Emergency Management, however they were not included in this grievance.

Sorenson asked if the payroll clerk in her office was asked about call time. Sorenson continued that it's not only the issue of an emergency situation but the record of whether or not a 48-hour notice was given. Sorenson also said that Department Heads did not have an opportunity to control Call Time, as they were not aware it was coming. Sorenson said it was not fair that two people were able to grieve this issue if not everyone in the bargaining group was asked.

Schauer explained that the call time being submitted from the ITS Department is regarding being called at home to provide a service.

There was further discussion regarding the grievance.

### **AIS Coordinator Vacancy Review**

Land & Water Conservation Committee Chair, Tom Rudolph addressed the committee with a request to appeal the mandatory six month vacancy for the AIS Coordinator position. Rudolph gave an overview of how the position was created and the work that has been accomplished to date. Rudolph told the committee it would be a step backward and put a serious wrinkle in the efforts that have been made in the past two years regarding aquatic invasive species. He continued that everyone is aware of the financial issues facing the County, however the County needs to invest now in this position or the taxpayers will pay a great deal more down the road. Rudolph urged the committee to fill the position as soon as possible to continue to preserve the quality of the lakes and rivers in Oneida County as they are now.

Nancy Hollands said she agreed with Tom Rudolph. She told the committee that the AIS Coordinator is a very important position and with 1100 lakes in the county one full time position isn't sufficient. Nancy continued that she would hate to see our lakes turn into

## LABOR RELATIONS AND EMPLOYEE SERVICES COMMITTEE MINUTES

April 8, 2009

Page 3

what southern Wisconsin lakes are like; Oneida County needs to protect the lakes we have for our overall economy as well.

John Young stated that although the county has 1100 lakes, they don't all require AIS attention. Young continued that there are many un-named potholes that don't qualify as a lake. Young continued that there have been two coordinators in two years that something is wrong either in the department or with the Committee of Jurisdiction. Young reminded the group that the initial resolution creating the AIS Coordinator has to come back to the full County Board for review. Young pointed out that there is already one person in Land & Water that has AIS responsibilities in her job description and that Dan Kuzlik at the UW Extension has been writing AIS grants for several years not to mention the DNR and the Lake Associations. He continued that the Land & Water Department was not receiving its anticipated grant for shore land restoration projects and that the Planning & Zoning Office hasn't been as busy, perhaps the Zoning staff could assist with the shore land restoration projects until the problem can be defined and resolved.

Rudolph responded stating that it is not a problem with the Committee of Jurisdiction or the Department but rests within my colleagues of the County Board and how the AIS Coordinators were treated by members of the County Board. Rudolph also clarified 436 lakes are named lakes and are a handful for anyone to deal with. The issue of AIS should not be minimized by referring to named lakes. Rudolph also said that Dan Kuzlik is not involved in DNR grant writing.

Young said that Kuzlik is writing grants for the Lake Associations, that there is help available to the department and would allow for some time to find out what the problem truly is.

Gary Baier offered a solution; he stated that there is already AIS responsibilities in the Directors job description and the Conservation Specialist job description. The Conservation Specialist should be increased from part time (72%) to full time in the Land & Water Department. Baier continued that a lake study needs to be done and that continued education must be addressed. He stated that staff needs to get out of the office and get the job done. Baier continued that if Zoning was able to assist with other functions right now, there was sufficient staff in Land & Water to address the AIS functions and get the job done. Baier also suggested getting the Army Corp of Engineers and the DNR more involved.

Matt Matteson said he did not appreciate the remark about the Committee of Jurisdiction being a reason for people leaving the AIS position. He told the committee to review the job description; there are requirements for a lot of nights and weekends. He continued

## LABOR RELATIONS AND EMPLOYEE SERVICES COMMITTEE MINUTES

April 8, 2009

Page 4

that he disagrees involving Zoning as they have their own problems. Matteson supports willing the AIS Coordinator position.

Wilbur Petroskey said he agreed with most of the comments, however was very hurt with the comment about the Committee of Jurisdiction. Petroskey said they need an AIS person as soon as possible to continue the work. There will always be education and there will be application. He concluded by saying they have had two outstanding Coordinators, an outstanding staff and committee and that he wished the LRES Committee would approve filling the AIS Coordinator.

Cushing said he agreed with Gary Baier. Oneida County does need an AIS Coordinator immediately, so give the duties to Jean Hansen in Land & Water and have the Zoning Staff and UW Extension assist as needed. Cushing continued that he is proud to say that Oneida County has been proactive; however in these economic times relying on Zoning and the UW can solve the problem.

Holewinski said he agreed with Ted Cushing. He said that the plans should already be laid out for summer and that Jean Hansen and Nancy Hollands could do the work. He continued that the County Coordinator should look at the entire department.

A board member of the Three Lakes Water Association spoke to group supporting the continuing of an AIS Coordinator. He suggested with the poor economic conditions there would be a lot of people laid off with great credentials who could step into the position. He asked the group to think about the maturity of the person they may hire, as they have to work with a lot of retired people. He asked the committee to stay proactive and to hire a general to get the job done.

Paul Dean assured those present that the LRES Committee is well aware of the situation and have been working on some solutions as well. He continued that he didn't think the position would have to be vacant an entire six months if a few things could be agreed to.

Nancy Hollands stated that merging with Zoning is somewhat of an issue as they are a regulatory agency. She also was concerned that the County could lose some of its DATCAP funding if requirements aren't specifically met.

John Potters told the group that his job as the County Coordinator is to look at the County as a whole. Prioritizing programs, are they running well both efficiently and economically? He continued that the AIS position is important, however what is the best route to take? What are the reasons for the prior AIS Coordinators leaving? What is the direction of this position and program, education or eradication? He continued that he realizes this is a small department and soliciting help from other departments is something that he has asked other departments to do as well. To be given some time to

## LABOR RELATIONS AND EMPLOYEE SERVICES COMMITTEE MINUTES

April 8, 2009

Page 5

see what needs to be done. How much work can be absorbed by Planning & Zoning, UW Extension, perhaps Forestry. We won't know if we don't look. Potters said he recommended that the position not be filled immediately.

The consensus of the group was to get together for a joint meeting in the near future.

Motion by Cushing, second by Wickman to not waive the six-month mandatory vacancy for the AIS Coordinator position. To have John Potters research the position and meet with other county departments to develop solutions and to get back to the Committee Chairmen to schedule a joint committee meeting on whether to hire the AIS Coordinator, no later than May 13, 2009, preferably sooner. Motion carried; all ayes.

Motion by Cushing, second by Wickman to adjourn to closed session pursuant to section 19.85 (1) (c) and (e) Wis. Stats to (1) consider the employment and performance evaluation date of an Oneida County employee; (2) discuss the status of union contract negotiations, and develop bargaining strategy. 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 affirmative.

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

Motion by Holewinski, second by Cushing to approve hiring Lloyd Gauthier as a Lieutenant at Grade Level 14, Step 6 with a \$350 uniform allowance. Roll call vote taken with Holewinski, Cushing, Young, Wickman voting aye; Dean voting no. Motion carried.

Motion by Holewinski, second by Dean to approve Courthouse Union Grievance 09-002 settlement providing for additional definition of Call Time as discussed, with no other union members receiving retro call time wages. Roll call vote taken with all voting in the affirmative. Motion carried.

The committee reviewed the County Coordinator Report for March 2009.

Motion by Wickman, second by Dean to adjourn. Motion carried.

LABOR RELATIONS AND EMPLOYEE SERVICES COMMITTEE MINUTES  
April 8, 2009  
Page 6

Meeting adjourned at 11:55 a.m.

---

John R. Young, Chairman

---

Lisa Charbarneau, Comm. Secretary