

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

July 28, 2010

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, Scott Holewinski and Sonny Paszak.

COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Nick Scholtes (Highway); Kevin Boneske (Rhineland Daily News).

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 Cushing, second by Paszak to approve the minutes of July 7, 2010. Motion carried; all ayes.

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

Highway Department Staffing Vacancy Review

Nick Scholtes came before the committee with a request to waive the vacancy review period for three positions within his department for as long as they are filled from within. Once the internal postings were completed, Scholtes was requesting filling two positions immediately and the third would wait the six month vacancy period.

Motion by Paszak, second by Holewinski to waive the six month vacancy review period for Highway Department staffing as presented. Motion carried; all ayes.

Resolution: Deputy County Clerk I to 50%

Potters gave an overview of the initial staffing request as Mr. Dean was not at the LRES Meeting in which the decision was made to reduce the position to 50%. Potters stressed that regardless of whether the County has its mail delivered to the Courthouse, there have been changes made to allow the position to be reduced to 50%. Those changes include having departments pick up their mail from the County Clerk Office once it is sorted and the shifting of the responsibilities of the Finance Committee to Lisa Charbarneau.

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Motion by Holewinski, second by Paszak to approve the Deputy County Clerk I resolution as presented and forward to the County Board. Motion carried; Holewinski, Paszak, Cushing, Young voting aye; Dean voting no.

Ice Cream Social

Motion by Holewinski, second by Dean to approve the Ice Cream Social for employee recognition as presented. Motion carried; all ayes.

Vacancy Analysis Form

Potters presented a form to the committee for department heads to complete for justification and analysis of a vacancy.

Motion by Holewinski, second by Paszak to approve the Vacancy Analysis Form as presented. Motion carried; all ayes.

2011 Staffing Requests

The committee reviewed information that would be sent to all departments regarding 2011 staffing requests.

Motion by Holewinski, second by Cushing to approve the 2011 Staffing Request letter as amended to be sent to all department heads. Motion carried; all ayes.

Service Reductions

Potters brought to the committees attention Resolution 95-94 regarding \$65,000 that Oneida County paid to the Human Service Center over and above their required 54% for Protective Placement cases. Potters continued that Paul Spencer had his committee approve removing the \$65,000 contribution from the Social Services budget.

Sorenson provided additional information and told the committee that the Finance Committee placed the \$65,000 in a special line item for the Human Service Center for protective placement cases. Eventually, the Finance Committee put the monies back into the Social Services budget in order for Spencer to monitor the funds and how they were spent.

The consensus of the committee was to have Potters investigate the issue further and bring back to the appropriate committee of jurisdiction.

Holewinski brought up that the Finance Committee is directing all departments to reduce their non personnel related budgets by 5% for 2011. He continued that there has been a zero percent budget increase since 1993. How many years can we do this before we need to review services. He continued that we need to offer the mandated services and eliminate the ones we don't need.

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Cushing responded by saying that reducing the budgets would force the department heads and committees of jurisdiction to review their services and what can be done.

Sorenson mentioned non mandated services like the Fair and Restorative Justice programs. Sorenson also clarified the Finance Committee directive. The five percent reduction of non personnel line items is just a number. How the departments reach that number is their decision. It could be met with the elimination of personnel.

Collective Bargaining Mandate

The committee reviewed an article regarding a bill that mandates that state and local governments enter into collective bargaining agreements with their public safety employees and provides minimum collective bargaining standards for state and local police, firefighters and emergency medical technicians personnel. Of course there is no funding provided for implementation. Potters told the committee that the bill did not pass the Senate and was heading back to the House with this portion of the bill removed.

Young asked Potters to keep his eye on the situation and advise the committee of any changes.

Future Meeting Dates

August 11, 2010 9:00a.m. Regular Meeting
August 25, 2010 9:00a.m. Staffing Requests

Future Agenda Topics

Continue to have Service Reductions on agendas

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

Meeting adjourned at 10:15 a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary