

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

October 26, 2009

MEETING CALLED TO ORDER by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, Committee Room #2.

COMMITTEE MEMBERS PRESENT: John Young, Ted Cushing, Paul Dean, and Charles Wickman.

COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused).

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Linda Conlon (Public Health); Mike Romportl (Land Information); Tom Leighton (Register of Deeds); Jeff Hoffman, Theresa Smoczyk, Grady Hartman, Phil Newcomb, Bryan Wege, Dave Seefeldt, Kurt Kopacz (Sheriff); Gary Baier, Peter Wolk (Supervisors); John Prentice (Attorney); Randy Ingram (WPPA Bargaining Agent); Paul Spencer, Tricia Barr, Judy Geyer (Social Services).

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

Motion by Cushing, second by Dean to approve the minutes of October 14, 2009. Motion carried; all ayes.

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

LTE Nurse Practitioner Wage Rate

Linda Conlon came before the committee with a request to increase the hourly rate for an LTE Nurse Practitioner position. Conlon and Potters presented wage data from surrounding areas.

Motion by Wickman, second by Dean to approve the LTE Nurse Practitioner rate at \$42 per hour without benefits. Motion carried; all ayes.

Deputy I Register of Deeds Vacancy

Tom Leighton came before the committee to request filling a vacant Deputy I position in his office. Leighton explained that the department is falling behind on back scanning in order to have all documents online. He also told the committee that the State has issued a

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project on vital records which needs to be addressed as well. Leighton told the committee that position is not on the tax levy and is paid for by revenue from his department.

Sorenson clarified that the position is not funded directly by user fees. She continued that if the position is not filled; approximately \$50,000 would come back to the County as vacancy dollars. She concluded by saying that fees from the department would not decrease if the position wasn't filled.

Motion by Dean, second by Wickman to approve filling the Deputy I Register of Deeds position. Motion carried; Dean, Wickman, Cushing voting aye; Young voting no.

Assistant Real Property Lister Vacancy Appeal

Mike Romportl came before the committee with a vacancy appeal for the Assistant Tax Lister position in his office. Romportl indicated that John Potters had proposed three options for the filling of this position, which the Land Records Committee discussed. Romportl continued that the Land Records Committee thought it would be best to appeal the six month vacancy period and move ahead with filling the position. Romportl gave some background on what the position does.

Young stated that the full county board passed a resolution in January requiring a six month vacancy for positions. He continued that the LRES Committee has yet to see a Committee of Jurisdiction tell their department head that they have to wait the six month vacancy period. Young said that all committees of jurisdiction and department heads forward their requests to the LRES Committee.

Sorenson told the committee that in 2009 there was \$150,000 budgeted for vacancy dollars. When the Finance Committee reviewed the budget for 2010, they determined that with a six month vacancy requirement they could increase that number to \$250,000. She also told the committee that the vacancy dollars would remain in the department heads budget to cover any overtime or contracted employees during the vacancy period.

Land Records Committee Chair, Gary Baier told the LRES Committee that his committee did discuss this vacancy at length on several occasions. Baier told the committee that this position is critical in getting tax bills out early which is big revenue for towns and the County.

Motion by Cushing, second by Wickman to approve filling the Assistant Real Property Lister position from within the County, should it not be filled from within the position must remain vacant for six months. Motion carried; all ayes.

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Resolution: Conservation Specialist Position

Motion by Cushing, second by Wickman to approve the Conservation Specialist Position resolution and forward it to the County Board. Motion carried; all ayes.

Resolution: Non-Protective Contract

Motion by Cushing, second by Wickman to approve the Non-Protective Contract resolution and forward it to the County Board. Motion carried; all ayes.

Non-Represented Wage Adjustments

John Potters told the committee that he sent out a survey to all non-represented employees regarding their choice of putting a VEBA plan in place for 2010.

Resolution: Non-Represented Wages

The committee tabled this topic to the next agenda.

Group Health Trust 2010 Insurance Rates

Young told the committee that Group Health Trust adjusted our initial increase of 13% down to 11% due to the implementation of an HRA plan for the remainder of County employees.

Motion by Cushing, second by Dean to approve the Group Health Trust renewal as presented. Motion carried; all ayes.

UW Extension: Summary of Services

Potters distributed a summary of services provided by the UW Extension. He indicated that the County does not take full advantage of opportunities provided by the UW Extension at no cost to the County.

Motion by Young, second by Cushing to accept the UW Extension Summary of Services report as presented. Motion carried: all ayes.

County Coordinator's Report

Potters went over the Coordinator's Report for September. He pointed out to the committee that he has been working on proof of insurance for county employees due to the mandatory car insurance being implemented January 2010 by the State.

Potters also told the committee that job sharing is being done on a limited basis right now, however he is looking for opportunities to use more often. He indicated that he wants Department Heads to start thinking along these lines.

Young told Potters to give a copy of his report to all County Board Members.

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Motion by Cushing, second by Young to accept the Coordinator's Report as presented. Motion carried; all ayes.

Motion by Cushing, second by Wickman to approve John Potters travel request for training in Eau Claire on November 12, 2009. Motion carried; all ayes.

The next LRES Committee meeting was scheduled for November 5, 2009, beginning at 8:30 a.m.

Executive Session

Motion by Cushing, second by Young 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.

Discussion held in closed session.

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

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

Meeting adjourned at 5:11 p.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary