

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

January 15, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 1:00 p.m. in the first floor conference room of the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

LRES COMMITTEE MEMBERS PRESENT: Carol Pederson, Billy Fried, Ted Cushing and Sonny Paszak.

LRES COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused)

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Linda Conlon (Public Health); Julie Allen (ITS); Brenda Behrle (Clerk of Courts); Sheriff Grady Hartman, Mark Neuman (Sheriff Dept.); Bill Freudenberg (citizen)

APPROVE AGENDA

Motion by Paszak, second by Pederson to approve the agenda for the present meeting. All ayes; motion carried.

BILLS & VOUCHERS

Motion by Fried, second by Paszak to approve the bills and vouchers as presented. All ayes; motion carried.

REGISTERED DIETICIAN FROM 100% TO 80%

Linda Conlon told the Committee that they were losing a lot of WIC funding. They received a \$2700 cut this last year and an additional \$5000 for 2014. She stated it is harder and harder to meet those budgetary needs. She feels she can narrow down her focus and make cuts and still serve the program well. She told the Committee that most of her resolutions state that if the funding goes down so does the position. She stated the Registered Dietician is on board with this cut.

Motion by Paszak, second by Pederson to approve decreasing the Registered Dietician from 100% to 80%. All ayes; motion carried.

PUBLIC HEALTH STAFFING

Linda Conlon explained that one of her Public Health Nurse's resigned effective January 17th. She would like to replace her with either a public health nurse or a community health specialist. She could rearrange the job duties that have to be done by a nurse and a community health specialist could do things like coalition work, grant work and maternal child health. She stated there might be somebody out there that may not be a nurse but has public health background or has community health background. She feels that would be opening it up to somebody who has a health educator degree or 4-year related health degree and would attract more candidates. The nurses are all onboard with this position.

Motion by Paszak, second by Pederson to approve filling the Public Health nurse vacancy with the flexibility to hire either a nurse or community health specialist as presented. All ayes; motion carried.

RESOLUTION: CREATE COMMUNITY HEALTH SPECIALIST

Conlon explained that this was a grant received through the UW Population Health. They are looking to hire a 100% community health specialist to implement the grant objectives. The length of the grant is currently 3 years and will be fully funded. If the grant is reduced the position would change accordingly.

Motion by Pederson, second by Paszak to hire a community health specialist and forward to County Board for approval. All ayes; motion carried.

RESOLUTION: HIGHWAY/SOLID WASTE ORGANIZATION

Charbarneau stated they were looking at efficiencies and what they could merge together. One of the positions in the office at the highway department announced that she would like to retire. In looking at some of the functions at the landfill and the highway office they were able to put together a plan that was taken to the highway and solid waste committees. They would like to eliminate that position at the highway department. Move the account technician at the landfill to the highway shop and make that a fulltime position that is currently 60%.

The other thing contained in the resolution is that as we eliminate and downsize the amount of drivers at the highway the highway committee would like to have the money that is saved from those positions put into a special line item within the highway department budget for road improvement and construction.

Billy Fried stated he was not comfortable with the savings going into a line item for the highway. The money that is saved on personnel in all departments should come back to the constituents and that is what should happen here. Every department would like to do that.

Cushing stated he could go along with that thought process also. Any other department that has a savings is rolled into the general fund. It doesn't mean it's not available if someone needs it.

The consensus was to table this item and put on a future agenda.

RESOLUTION: FREEZE CURRENT COMPENSATION PLAN

Charbarneau reminded the Committee that at their last meeting they discussed that Carlson Dettmann would come to the January County Board to do a presentation on the compensation study. Based on the county code we need to freeze the current wage increases in order to make it fair once it is implemented. It will hold everyone in place until a decision is made.

Motion by Fried, second by Paszak to forward the resolution as presented to County Board. All ayes; motion carried.

COMPENSATION STUDY

Charbarneau recapped that at the last meeting they talked about the exempt and non-exempt status of the positions of social worker, public health nurses, some positions in ITS and also a position in land information. Based on the information the committee heard from Carlson/Dettmann the committee made a decision to make those positions exempt but allow for some additional pay to be awarded for those folks. Basically straighttime overtime for any hours over 37.5 would be paid at straight time instead of time and a half and their pager pay would remain the way that it is.

She explained they were looking at an article that Margie Sorenson had forwarded to her that talked about some regulations for computer workers. Carlson/Dettmann reviewed it and summarized that the County's approach is correct and legal.

EXECUTIVE SESSION

Motion by Paszak, second by Fried to adjourn into closed session pursuant to section 19.85(1) (c) & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) 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. (Topics: Jail Administrator wages, PTO payout and Human Resources Director Goals).

Discussion held in closed session.

Motion by Pederson, second by Paszak to return to open session. Roll call vote taken with all voting in the affirmative; motion carried.

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

Motion by Pederson, second by Paszak to start the Jail Administrator at Grade Level 13, step 6 with 10 days of PTO. Roll call vote with all voting in the affirmative; motion carried.

Motion by Paszak, second by Pederson to approve request for 100 hours of PTO paid out at rate prior to deadline as discussed. Roll call vote taken with all voting in the affirmative; motion carried.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

Lisa Charbarneau requested that she and Linda Herrmann attend the WPELRA & WACPD conference in Madison that they are members of. There are a lot of wellness topics on the agenda.

Motion by Paszak, second by Fried to approve the attendance of Linda and Lisa at the WPELRA & WACPD conference. All ayes; motion carried.

Charbarneau had another travel request to attend the WCA Legislative meeting in February. This meeting is about what the county can do to help get things passed, what has been passed and what is coming forward.

January 15, 2014

Page 4

Motion by Paszak, second by Pederson to approve Lisa Charbarneau attending the WCA conference in Madison on February 4th and 5th. All ayes; motion carried.

FUTURE MEETING DATES

February 12 9:00 a.m.

February 26 9:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act

Carlson/Dettmann Compensation Study

In Lieu of Insurance

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Fried, second by Paszak to adjourn. All ayes; motion carried.

Meeting adjourned at 2:50 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary