

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

January 28, 2014

CALL TO ORDER

Vice Chairman Holewinski called the LRES Committee to order at 1:00 p.m. in Committee Room #1 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: Scott Holewinski, Carol Pederson, Billy Fried, Ted Cushing(late) and Sonny Paszak.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Brian Desmond (Corporation Counsel); Mary Rideout (Social Services); Grady Hartman (Sheriff Dept.); Candy Sorenson, Jack Sorenson (Supervisors); Jonathon Anderson (Lakeland Times)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Pederson, second by Fried to approve the minutes of January 7, 2014 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

SOCIAL SERVICES DIRECTOR VACANCY REVIEW AND RECRUITMENT

Lisa Charbarneau told the Committee that Paul Spencer gave his retirement notice and his last day will be February 3rd. The options to fill that position would be to make a recommendation and fill the position with someone they had in mind, do an internal recruitment or do a full external recruitment statewide.

Carol Pederson is the chairman for the social services committee and stated that since Mary Rideout has been Paul's right-hand person and the department has been running smoothly they saw no need to look outside the department as Mary was highly involved in some new things that were taking place. The committee will be asking permission of the whole County Board to appoint Mary as the new director of social services.

Charbarneau explained this position was not a mandatory 6-month vacancy review. This position can be filled right away. The committee also asked that if Mary is approved by County Board

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that we would go ahead and fill her position as lead financial services supervisor. That position had been completely overhauled two years ago and has been the second in command in that office.

EMPLOYEE PERFORMANCE EVALUATION PROCESS

Ted Cushing stated that they received four performance evaluations in their packets to review. His personal feeling was that it should be kept as simple and concise as possible. He remarked that he liked Dodge County's the best.

Fried asked if they had been reviewed by the department heads. He would also like to keep it simple but would like to see it massaged by the department heads.

Cushing said he did not have a problem with department heads commenting on the form. They are the ones that will have to be trained to do the evaluation. Charlie Carlson pointed out this is critical and this is how we make it sustainable.

Charbarneau explained that there were three big packets of information on the training that were not included in the packets. Dodge County is also willing to do the training if we want them to. She stated she got a ballpark figure from Carlson/Dettmann of \$10,000 for them to come up with a system for us and any additional training would be \$1400 a day.

Brian Desmond suggested considering setting aside budget funds for improvement plans to aid performance.

Candy Sorenson said that in the school system they would provide a mentor.

Ted Cushing thought that was a good idea and could be worked into the program.

Motion by Paszak, second by Cushing to work with the Dodge County Performance Evaluation process as presented. Cushing, Holewinski, Pederson and Paszak all voting aye, Fried voting nay; motion carried.

COMPENSATION STUDY

Charbarneau told the committee she is currently working with Carlson/Dettmann to develop a resolution that you will see at the next meeting. It is pretty long due to the decisions the committee made regarding the compensation study.

Charbarneau stated there were some issues that came up at the Public Safety Committee meeting regarding some compression issues and what Carlson/Dettmann did to address them.

Sheriff Hartman expressed his concerns with compression within the department. The solution that he came up with was he needs the County Board to acknowledge that the administrative team works beyond the 1950 hour schedule. They should move them to a 2080 hour schedule to address the compression issue.

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Lisa Charbarneau stated this is equivalent to about a 6% increase. She stated that after ACT10 they reduced everyone to 1950 hours. They did allow committees of jurisdiction to approve 2080 hours but benefits stayed at 1950.

Sheriff Hartman stated that the Committee had asked Sheriff Hoffman to try the 1950 schedule and he was back here to tell them it was not working.

Scott Holewinski asked if they were being paid from the time they got into their cars. Sheriff Hartman said as far as the administrative team the Chief Deputy, Lieutenants and Emergency Management Director do start from their homes and the rest start at the work site.

Sonny Paszak asked if they had company cars at their homes. Sheriff Hartman stated the Chief Deputy, Lieutenants and Emergency Management Director all have department vehicles and the other four do not.

Sheriff Hartman stated he needed the patrolman to want to be sergeants and there has to be an incentive. He needs the sergeants to want to be lieutenants and under the 1950 hours that is not going to happen.

Scott Holewinski remarked that he would like to see what the average hours are for the positions.

Charbarneau stated that she believes there will be other departments that will want the 2080 hours as well including highway, solid waste and buildings and grounds.

For the next meeting we should have the cost impact and have Margie get the average hours.

WELLNESS/HEALTH UPDATES

Linda Herrmann told the Committee that a survey was sent out for recommendations/comments on the exercise room. She will report the results to the Committee at a future meeting.

OUT-OF-COUNTY TRAVEL

None

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

Sharing of Health Insurance Increases

PUBLIC COMMENTS

None

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ADJOURNMENT

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

Meeting adjourned at 2:17 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary