

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

February 12, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in 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, Scott Holewinski and Sonny Paszak.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann, Jennifer Lueneburg (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Sheriff Grady Hartman, John Sweeney (Sheriff Dept.); Mary Rideout (Social Services); Brenda Behrle (Clerk of Courts); Freeman Bennett (Highway); Judy Citro, Lynn Probst (Human Service Center); Luann Brunette (Buildings & Grounds); Candy Sorenson, Bob Martini (Supervisors)

APPROVE AGENDA/MINUTES

Motion by Paszak, second by Fried to approve the agenda for the present meeting and the minutes of January 15 and January 28, 2014. All ayes; motion carried.

BILLS & VOUCHERS

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

EMPLOYEE SERVICE AWARDS

Lisa Charbarneau presented a 10-year service award to Jennifer Lueneburg employee services assistant who handles the workers compensation, Dome News and health enhancement for the county. She also presented a 15-year award to Linda Herrmann employee services manager who is responsible for recruiting, orientations and insurance benefits for the county.

Ted Cushing presented Lisa Charbarneau human resources director with a 20-year service award for her contribution and service to the county and expressed his gratitude for being a joy to work with.

SOCIAL WORKER VACANCY REVIEW

Mary Rideout told the committee they had a social worker vacancy in their adult unit that deals with their long term support programs. This position also generates revenue for the agency.

Motion by Holewinski, second by Paszak to approve filling the social worker vacancy as presented. All ayes; motion carried.

SOCIAL SERVICES ACCOUNT CLERK II VACANCY REVIEW APPEAL

Mary Rideout explained that their account technician left the department at the beginning of the year and their account clerk II was promoted to fill that vacancy. So now, the account clerk II position is vacant and that position pays bills; does receivables, reports expenditures to the state for the child support program and Medicaid billing. It is a critical employee within the department. She is requesting to waive

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the 6-month vacancy review and fill the position as soon as possible and contingent on Social Services Committee approval.

Motion by Holewinski, second by Fried to approve the review appeal and approve filling the account clerk II contingent on Social Services Committee approval. All ayes; motion carried.

RESOLUTION: APPOINT SOCIAL SERVICES DIRECTOR

Lisa Charbarneau explained the resolution will be going to County Board to appoint Mary Rideout as the new director of social services.

Motion by Paszak, second by Pederson to approve the resolution to appoint Mary Rideout as director of social services and forward to County Board for approval. All ayes; motion carried.

ESTABLISH COMPENSATION FOR CLERK OF COURTS FOR 2015 - 2018.

Lisa Charbarneau explained that this is the time of year we have to set the wages for the elected officials who will be taking out papers for election. She provided the Committee with a compensation survey for the clerk of courts and sheriff positions. She also reminded them that the other three elected officials; County Treasurer, County Clerk and Register of Deeds received no increase for 2015 and 2016.

Brenda Behrle stated this was her first time for this process and she was there to request 2% across the board. She stated she was not asking for anything more than she had been getting. Over the past four years she received 3%, 3%, 2% and 2%. The position is statutory and the duties remain the same under WI Stats 59.40 and 753.30. She stated that it looked like there was approximately a 2.6% wage increase between each step of the compensation study, therefore, she was asking for 2% across the board which seemed fair and equitable.

Motion by Holewinski, second by Cushing to leave the Clerk of Court's wages for 2015 and 2016 the same as 2014 with no increase and 1.5% for 2017 and 1.5% for 2018. Roll call vote with Pederson, Paszak, Holewinski & Cushing voting aye; Fried voting nay. Motion carried.

ESTABLISH COMPENSATION FOR SHERIFF FOR 2015 – 2018.

Sheriff Grady Hartman came before the Committee to request being treated the same as other departments that took on more responsibility. The Sheriff's Department took over the ambulance and emergency management department. He stated he took on some risk and more responsibility and he has to be a backup to Ken.

Charbarneau stated that all the positions reclassified due to the merger with emergency management were all given a 10% increase except the Chief Deputy.

Sheriff Hartman said a typical reclass is 10%, but he would be happy with 7% for the first year and 0% for the next three years.

Motion by Pederson, second by Paszak to increase the Sheriff's salary by 7% for 2015 and zero increases for the next three years. Roll call vote with Pederson, Paszak and Cushing voting aye and Fried and Holewinski voting nay. Motion carried.

RESOLUTION; HIGHWAY/SOLID WASTE ADMINISTRATION MERGER

Lisa Charbarneau explained that this was the same resolution they saw before but the money they would be saving from the elimination of the equipment operator positions was removed and the savings would go to the general fund as they have in the past.

Scott Holewinski asked to have it put back in the resolution that they would eliminate the equipment operator I positions and create equipment operator I/mechanic positions as vacancies are created.

Freeman Bennett explained that they currently have one operator I/mechanic and it is working very well. They use him in the shop when need be but he can also work out on the crew when need be. They have the versatility to use him where he is most needed.

Charbarneau asked if they could bring the elimination of the new equipment operators to March County Board in a separate resolution.

Holewinski stated that the highway committee never talked about removing that part from the resolution, only the part about the money.

Charbarneau said she could put it back in if they could wait a few minutes. She redid the resolution and put that section back in regarding the equipment operator I positions being eliminated and equipment operator I/mechanic positions being created as vacancies are created in the department.

Motion by Paszak, second by Pederson to forward the highway department restructuring and merger with the solid waste administration to the County Board for their consideration. All ayes; motion carried.

EXECUTIVE SESSION

Motion by Holewinski, second by Paszak to adjourn into closed session pursuant to section 19.85(1) (c) Wis Stats., to consider employment, promotion, compensation or performance evaluation of an Oneida County employee. (Topic: Letter of agreement regarding health insurance at retirement).

Roll call vote taken with all voting in the affirmative.

Discussion held in closed session.

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

The following motion was made in above closed session and announced in open session:

Motion by Holewinski, second by Paszak to approve the letter of agreement as presented. All ayes; motion carried.

COMPENSATION IN LIEU OF INSURANCE

Motion by Fried, second by Cushing to table this topic until the next meeting.

FUTURE HEALTH INSURANCE PREMIUM INCREASES

Fried stated that Carlson/Dettmann had brought the 20% figure but after looking at where other counties were the most he saw statewide was 15% but 12.5% seemed more reasonable as mark to get to.

Cushing said to leave the resolution as it is but he would like this committee to agree that should we go that 50/50 route that we start with a figure of 12%, not 18, not 20.

CONSIDERATION OF 1950 HOURS PER YEAR VERSUS 2080 HOURS PER YEAR FOR DESIGNATED COUNTY POSITIONS.

Lisa Charbarneau reminded the Committee that they had asked to see some numbers from Margie because of the compression issue.

Sheriff Grady Hartman provided a handout with the average hours worked. He stated the only solution for the compression issue is to go to 2080 hours.

Charbarneau stated that the argument has always been that because of the overtime situation and the other pays that those positions get you can't get somebody from there to want to go to Lieutenant and take a huge pay cut. She told the committee that Carlson/Dettmann said to keep the hierarchy of the positions the 2080 option would help to relieve that compression issue.

Motion by Cushing, second by Paszak to approve moving the management staff at the Sheriff's Department from 1950 to 2080 hours to help eliminate the compression problems in hiring new employees and to leave the PTO accruals at 1950. Roll call vote with all voting aye; motion carried.

PERFORMANCE EVALUATIONS

Lisa Charbarneau reminded the committee that at the last meeting they asked her to send the performance evaluation out to department heads for comments. Only two department heads responded out of 26. She remarked that this is a place to start with and they certainly could take suggestions and comments just like the employee handbook.

Billy Fried suggested there needed to be consistency. Charbarneau stated in the past when supervisors were late with evaluations the employee's step was retroactive but the supervisor's step was delayed by the number of days they were late. The Committee agreed to this and also to the increases being in affect the first of the next payroll as they are now for non-represented employees.

COMPENSATION STUDY/RESOLUTION: COMPENSATION STUDY

Cushing stated there needs to be a change to the fiscal impact due to the Sheriff Department management team going to 2080 hours.

Motion by Paszak, second by Pederson to approve the resolution and forward to County Board with appropriate changes made based on decisions that were made for the Sheriff's Department. Roll call vote with all voting aye; motion carried.

EMPLOYEE SUGGESTION LETTER

Ted Cushing said the Administration Committee would like to have a suggestion program for Oneida County. Employees have a wealth of information.

Charbarneau stated she had some concerns about having a suggestion box. As an example she stated she received a complaint that somebody in a certain office leaves two days a week at 3:50. After looking into it she finds out the department head approved an alternate work schedule and they were taking a shorter lunch to attend a class. She couldn't tell the person that made the complaint because she didn't know who

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it was and so the person that filed the complaint continued to see this person leave early and assumes this was never looked into.

There was talk about providing a perk for suggestions.

The consensus was to bring this topic back at a later date.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

February 26	9:00 a.m.
March 11	1:00 p.m.
March 26	9:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act
Discussion on “in lieu of insurance”
Employee Suggestions

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Cushing, second by Paszak to adjourn. All ayes; motion carried.
Meeting adjourned at 12:05 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary