

**JOINT LABOR RELATIONS & EMPLOYEE SERVICES AND
ADMINISTRATION COMMITTEE MINUTES
First Floor Conference Room, Oneida County Courthouse
February 28, 2018**

LRES COMMITTEE MEMBERS PRESENT: Billy Fried/Vice Chairman, Dave Hintz, Carol Pederson, Sonny Paszak,

LRES COMMITTEE MEMBERS ABSENT: Ted Cushing/Chairman (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Robb Jensen (County Board); Grady Hartman (Sheriff); Lynn Feldman (UW-Extension); Brenda Behrle (Clerk of Circuit Courts); Evan Pretzer (River News)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Vice Chairman Fried called the LRES Committee to order at 9:00 a.m. in the First Floor Conference Room of the Oneida County Courthouse. This meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Paszak to approve today's agenda. Second by Pederson. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes of February 14th. Second by Paszak. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

The Committee reviewed the vouchers and bills presented by Charbarneau. Motion by Hintz to approve the bills as presented. Second by Fried. All members present voting 'Aye'. Motion carried.

CORRECTIONS OFFICER VACANCY REVIEW

Hartman discussed vacant Corrections Officer position due to an employee accepting a patrol officer position with the Rhinelander Police Department. Due to the high amount of county and state inmates in the jail continuously, Hartman is requesting a waiver of the 8-week waiting period and to fill the position right away. Brief discussion held. Motion by Paszak to get the Corrections Officer position filled right away. Second by Hintz. All members present voting 'Aye'. Motion carried.

UW EXTENSION SUPPORT STAFF

At previous LRES Committee meetings, discussion was held on a possible restructuring of support staff at UW-Extension. Currently, two 80% part-time support positions are approved for the 2018 year. Discussion held on the use of an LTE to fill one of these positions in 2017 when a position was vacated. The UW-Extension is now requesting to change these positions to one full-time position (37.5 hours per week) and one 53%-57% position (20-23 hours per week). The Committee of Jurisdiction has reviewed this request and agrees with Feldman that this will provide better coverage to the office at a cost savings. Discussion held on Feldman's large workload, efficiencies created by this change, a need for a support staff structure that better assists the department and the benefits of the change to the employees in these positions. Smith provided fiscal impact statements for the proposed change. Smith disagrees with this request and feels that this department should take a year to gauge department needs now that the state UW-Extension restructure is complete. Hintz voiced concerns about making this change based on employee needs rather than department needs. Feldman agrees that this request is partially driven by

UW EXTENSION SUPPORT STAFF (continued)

employee needs but feels the department stands to benefit from this change as well. Charbarneau reiterated Hintz's concerns and noted that she is not in support of this request at this time. Charbarneau discussed concerns that the higher paid position is going to full-time while the lower paid position is being reduced, therefore lower level duties would be moved to the higher level position. Hintz led further discussion. Paszak feels the department should remain at status quo at this time, thus denying the request; Pedersen and Hintz concur with Paszak. Further discussion held on the state UW-Extension reorganization and the complications it's caused on funding and staffing. Motion by Fried to deny the proposal as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

CLERK OF CIRCUIT COURT WAGES 2019-2022

Charbarneau reports that it is time to set wage increases for elected officials whose positions are coming up for reelection, including the Clerk of Circuit Court wages. Charbarneau notes that this will need to be done for the Sheriff at the next meeting. The wage increases for this position need to be set for the upcoming 2019-2022 term for this position and once wages are set for the term, they can't be changed. Charbarneau notes that this position previously received 0% increase for 2015 and 2016 and 1.5% increase for 2017 and 2018. Behrle provided information on increases implemented for other Clerk of Courts in comparable counties. Behrle proposes a 2% across the board increase for each of the four years, noting that the economy has improved since the last increases were set and her position works just as hard as other department heads that manage similar amounts of staff and duties. Behrle feels her request is also justified based on the comparables provided. Fried inquired about the benefits provided to this position; Charbarneau reports that this position gets the same benefits as other department heads except for PTO (Paid Time Off). Further discussion held. Hintz discussed tax levy limits imposed by the state which restrict county funding for expenses such as increases, and make predicting funding four years in advance very difficult. Motion by Paszak to set a 1.5% increase for all four years. Second by Fried. Discussion held. Based on the motion, Behrle came back with an alternative increase request of 1.5% for 2019 and 2020, and 2% for 2021 and 2022. Further discussion held on Behrle's amended request. Fried took roll call vote on motion for 1.5% increase all four years. Pederson, Hintz, and Fried vote no and Paszak votes yes on motion. Motion not passed. Based on Behrle's amended request, motion made by Pederson for a 1.5% increase for the first two years (2019 and 2020) and 2% increase for the second two years (2021 and 2022). Second by Paszak. Roll call vote taken on second motion with all members present voting 'Aye'. Motion carried. Charbarneau notes that a resolution will go to March County Board on the approved motion.

ZONING TECHNICIAN VACANCY REVIEW APPEAL

Charbarneau reports that a Zoning Technician has taken a job in the private sector, leaving an upcoming vacancy in Planning & Zoning. Director Karl Jennrich is requesting a waiver of the waiting period to fill this position due to the summer busy season fast approaching. Hintz notes that Planning & Zoning is already very busy with the Shoreland Zoning law changes and mining issues, so filling this vacancy will be crucial. Brief discussion held. Motion by Paszak to approve this position request. Second by Pederson. All members present voting 'Aye'. Motion carried.

SERVICE AWARD – JENNIFER LUENEBURG

Charbarneau presented Lueneburg with a service award for 15 years of service to Oneida County.

FUTURE MEETING DATES

March 14, 2018 at 9:00 a.m.
March 28, 2018 at 9:00 a.m.

LRES Committee meeting
February 28, 2018

FUTURE AGENDA TOPICS

Handbook and Chapter 4 updates
Fire drill procedures

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Hintz to adjourn meeting. Second by Paszak. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:12 a.m.



Billy Fried, Vice Chairman

3/13/18

Date



Jennifer Lueneburg, Committee Secretary

3/13/18

Date