

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1st Floor Conference Room, Oneida County Courthouse**  
**March 29, 2017**

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

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Evan Verploegh (Lakeland Times)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1<sup>st</sup> Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting had been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

**APPROVE AMENDED AGENDA**

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

**COUNTY CODE CHAPTER 4 PROPOSED REVISIONS**

Discussion held on today's review of County Code Chapter 4. Once the review is complete, Charbarneau will have Finance Director Darcy Smith and Corporation Counsel Brian Desmond review the changes proposed. Fried discussed his thoughts that many parts of Chapter 4 appear to be too complicated. Charbarneau states that the detail is part of the effort to keep things consistent but plans to simplify the Chapter 4 wording and add many references to the Employee Handbook for details. Cushing discussed the creation of the original Employee Handbook and its purpose. The Committee was previously provided a copy of the Chapter 4 proposed changes for their review prior to today's meeting.

Committee discussed certain portions of Chapter 4 starting at 4.25; changes were made as follows:

- 4.25(2) – Remove wording; add a listing of exempt positions covered. Motion by Cushing to make the proposed changes in 4.25 and forward on to Corporation Counsel for input on the language. Second by Hintz. Discussion by Committee and members agree to a consensus at this time of the changes and for changes to be sent on to Smith and Desmond before any final motions to approve the changes are made. Cushing and Hintz withdraw the previous motion made.
- 4.26 (Compensatory Time) – Charbarneau states the Committee previously approved the updated Compensatory Time policy in the Employee Handbook, and the new language listed in the draft Chapter 4 will update those changes previously made. Fried asked for clarification of the Compensatory Time policy; Charbarneau provided explanation. Committee agrees to add language under the exempt employee section to list positions covered under that section.
- 4.33 (Introductory Period) – Discussed language removed from section. Discussion held on at-will employment and appointed employees. No additional changes
- 4.34 (Promotions) – Discussed removal of word “noncompetitive”; no additional changes made.
- 4.49 (Health Insurance) – Updated wording to include “employee plus one” option and additional language for other changes in the plan. Changes discussed with no additional changes made.
- 4.56 (Inclement Weather) – Discussed proposed added wording; no additional changes.
- 4.59 (Drug Free Work Place) – Discussed proposed added wording; no additional changes.

LRES Committee meeting  
March 29, 2017

- 4.61 (Alcohol Free Work Place) – Discussed proposed added wording. Hintz asked what the implications of this wording would be in regards to the bar located at the Rhinelander/Oneida County Airport. Charbarneau will discuss this question with Corporation Counsel for further clarification and possible rewording.
- 4.64 (Safety) – Discussion held on clarifying language. Cushing discussed possible safety training resources through the County insurance carrier that are not currently being utilized.

Hintz further discussed the issue brought up regarding Chapter 4 being more detailed than needed. Charbarneau states in the County Code final draft, there will be many references to the Employee Handbook. Since the Handbook is a more liquid document, having detail listed in the Handbook rather than the County Code will make the language easier to update as changes are needed. The Committee asked Charbarneau to look into what other counties do in regards to detail in their County Code.

Cushing asks if the Committee is in consensus with the above proposed changes. Committee discussed and all were in agreement with the proposed changes, and agree to simplify the wording even more as this process progresses.

Charbarneau and Lueneburg will review the Employee Handbook in order to marry the changes made in Chapter 4 with the Employee Handbook, and all changes will be reviewed by Corporation Counsel and the Finance Director. Charbarneau's goal is to have the proposed Chapter 4 changes sent to the County Board for their May 2017 meeting.

#### **FUTURE MEETING DATES**

April 12, 2017 at 9:00 a.m.

April 27, 2017 at 11:00 a.m.

#### **FUTURE AGENDA TOPICS**

Chapter 4 and Employee Handbook review

#### **PUBLIC COMMENTS**

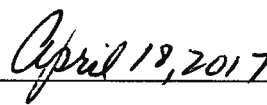
None

#### **ADJOURNMENT**

Motion by Cushing to adjourn meeting. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:05 a.m.



Ted Cushing, Chairman



Date



Jennifer Lueneburg, Committee Secretary



Date