

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

April 2, 2014 meeting

Call to Order

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in Committee Room #2, Second Floor in the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and complies with the Americans With Disabilities Act.

LRES Committee Members Present: Ted Cushing – Chairman, Carol Pederson, Billy Fried, Sonny Paszak and Scott Holewinski.

LRES Committee Members Absent: None

Also Present: Lisa Charbarneau – Human Resources Director, Brian Desmond – Corporation Counsel, Mary Rideout – Social Services Director, Michael Schiek – District Attorney, Dan Hess – Sheriff's Department Lieutenant, Margie Sorenson – Finance Director, Jennifer Lueneburg – recording secretary

Approve agenda for the present meeting:

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

Approve minutes of March 11, 2014 and March 26, 2014:

Motion by Holewinski to approve the minutes of March 11, 2014 and March 26, 2014 as presented. Second by Fried. All members present voting 'Aye'. Motion carried.

Bills & Vouchers:

Brief discussion held. Motion by Paszak to pay bills and vouchers. Second by Pederson. All members present voting 'Aye'. Motion carried.

Vacancy Review – Social Worker:

Rideout reports a vacancy in the Children and Families Social Worker unit due to an employee getting a position with Marathon County. This employee was well trained and will be a loss to the unit. Many of the current social workers in this unit are relatively new and still training, which can take 6-9 months to complete training. Forty-five percent of this position is funded by county tax levy. Social Services is also recruiting for a Long Term Care Social Worker position and has several applicants set to interview this week. Rideout is hoping to fill this position with those interviews as well if approved by the Committee. Discussion held on the difficulty of recruiting social workers that have the necessary training and certification required as well as the costs invested in the hired social worker positions for training. Training costs and retention of social workers to be discussed at future meeting. Motion by Holewinski to approve the certified social worker position as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

Resolution: Carlson-Dettmann Compensation Plan:

Charbarneau states the resolution included with the agenda packet was previously discussed in regards to whether new Sheriff's Office Administrative staff should annually be set to work 1950 or 2080 hours. Desmond was to research if current versus new staff hours differentiating would be a legal issue. Desmond feels the safest route is to set all annual hours the same for Sheriff's Office Administrative staff since differing annual hours within a classification of employees is asking for problems. Holewinski questions why hours worked is an issue for salaried employees; Charbarneau states the county has usually based salary pay on hours the position is set to work. Desmond notes that private and public sector salaried employees differ. Public sector employees have a high level of accountability to the tax payers, thus needing to closely track hours. Charbarneau also notes that the number of annual hours set for a salaried position also effects benefits. Discussion held on how work hours effect benefits and Paid Time Off (PTO). Hess states most law enforcement departments work 2080 hours per year since they are a 24-hour operation. Hess states they are not asking for PTO to be adjusted, just the wages be adjusted when moving from a 1950 to 2080 hour schedule. In-depth discussion held on hours and compression issues. Holewinski suggests compression issues be dealt with on an individual basis and that the resolution allows the LRES Committee to make decisions on hiring at a higher step if compression issues exist. Hess feels compression issues already exist at the Sheriff's Office, especially with lieutenants. Motion by Cushing to reverse the resolution that moved Sheriff's Office Administration from 1950 to 2080 (annual work hours). Second by Paszak. Charbarneau will amend resolution provided, removing language that moves new Sheriff's Office Administrative Staff to 2080 annual hours, and to also grant the LRES Committee the ability to (on a case by case basis) place new employees on a hirer step if compression issues exist. Comments by Sorenson on how this will effect compression issues within the Buildings & Grounds Department. All members present voting 'Aye' on motion by Cushing. Motion carried.

Closed Session:

Motion by Holewinski and seconded by Pederson to adjourn into closed session pursuant to Section 19.85(1)(c), to "consider employment, promotion, compensation or performance evaluation data of an Oneida County employee"; and Section 19.85(1)(f), "considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data".

(Topics: County Employee Performance and Disciplinary Data)

Roll call vote: Pederson, Paszak, Fried, Holewinski, Cushing

Staff present during closed session: Charbarneau, Schiek, Sorenson, Lueneburg

Return to open session:

Motion by Holewinski to return to open session at 10:12 a.m. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

Announcements from closed session:

No motions or decision made in closed session.

Vacancy Review Appeal – District Attorney Secretary II:

The District Attorney Secretary II position is open due to the Victim/Witness Coordinator retiring and the Secretary II filing that position. Discussion held on the vacancy and recruitment of this position. Motion by Cushing to wave vacancy review. Second by Paszak. All members present voting ‘Aye’. Motion carried.

Performance Evaluation Committee Update:

Charbarneau states the participants for the Performance Evaluation Committee have been selected and they will hold their first meeting today. Charbarneau feels she has a good variety of people from different departments on the Committee and this group will work well since the employees selected have very positive attitudes and different ideas to share. Charbarneau feels they are still on target to get the Performance Evaluation process to the County Board by May.

Charbarneau reports some appeals have come in and all appeals are due by April 3rd at 4:30 p.m. In-depth discussion held on appeals process. Cushing states he is proud of how this County implemented Act 10 and felt they made the right decision. The County Board received positive feedback and dealt with negative feedback as it was received.

Vacancy Review – Employee Services Assistant:

Charbarneau reports LRES Employees Services Assistant will be moving to a vacant position in Social Services as of April 14th. She is in the process of reworking the job description for this position and appealing the position’s placement on the Carlson-Dettmann wage study. Charbarneau will bring this vacancy to the next LRES Committee meeting for further evaluation. Discussion held about how LRES will be handling workloads and prioritizing through this transition.

Wellness/Health Updates

Lueneburg reports that Group Health Trust is holding an eight week fitness challenge beginning April 20, 2014; unsure of teams signed up through Oneida County but should be at least four. A Lunch and Learn presentation will be held on the topic of Stress Management on April 28th by Public Health’s Theresa Bey. Health enhancement will be covering the costs of sub sandwiches for this event. A six week Zumba class will also start this evening and will also be sponsored by Health Enhancement.

Out-of-County Travel

Cushing asks for approval from Committee to attend the Wisconsin County Mutual Board district meeting on April 28th in Marshfield. Cushing was previously appointed to the board but now needs to be nominated and elected to the board in order to continue with the next term. Motion by Paszak to approve. Second by Holewinski. All members present voting ‘Aye’. Motion carried.

Fried inquires about attending the County Officials Workshops. Cushing strongly recommends all county board members (returning and new) attend this workshop. The workshop will be held in many different locations however the Rhinelander workshop on May 14th is the one supervisors are asked to attend in order to avoid travel expenses. Discussion also held on providing supervisors with the Code of Ethics for reference.

LRES Committee meeting
April 2, 2014

Future Meeting Dates

April 23, 2014 at 9:00 a.m. in Committee Room #2, Courthouse

Future Agenda Topics

Social Worker recruitment and training costs
Sheriff's Office hiring wages and compression issues for new employees
Employee Services Assistant Vacancy Review

Public Comments

None

Adjournment

Motion by Pederson to adjourn. Second by Paszak. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:43 a.m.

Ted Cushing, Chairman

Jennifer Lueneburg, recording secretary