

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

October 28, 2013

CALL TO ORDER

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

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Mary Bartelt (County Clerk); Sheriff Grady Hartman, John Sweeney (Sheriff Dept.); Candy Sorenson (Supervisor); Charlie Carlson, Patrick Glynn (Carlson & Dettmann); Jonathan Anderson (Lakeland Times)

APPROVE AGENDA

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

APPROVE MINUTES

Motion by Paszak, second by Pederson to approve the minutes of October 01, 2013 as presented. All ayes; motion carried.

BILLS & VOUCHERS

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

DEPUTY COUNTY CLERK I POSITION FOR 2014

Ted Cushing explained that there was some discussion after it was passed at the last meeting and they wanted to talk some more about the position.

Mary Bartelt told the Committee that they have 15 large red books of county board minutes that date back to 1887, some of them calligraphy, that need to be scanned. She talked to Lynn Grube and she said she would get a scanner. Grube asked if she could wait 6 months but the calligraphy is fading and they are going to lose those records. They also take care of the department minutes and have to keep those for 7 years. Then she has the election and county clerks are getting more and more work to be done. The Government Accountability Board has sheets of things that are mandated. The Deputy Clerk I has to go to training to learn how to keep track of absentees now. The Federal government wants more and more reports. These are cost reports and figures of population that the state doesn't have so they come to her. She also stated that the elections have really taken over.

Scott Holewinski asked Bartelt to explain what the position does in a day. Bartelt says he starts with the mail in the morning. He does marriage licenses, works in the SVRS, elections, cutting permits. Holewinski said he has heard complaints around the courthouse about the mail and that it is more of a social event. Other departments said you don't need to increase the position 20%, just cutout the socializing. He said he wished there was a way to study this. Charbarneau stated she would be happy to work on that with Bartelt.

Cushing suggested looking at having the scanning done from the outside and also look into some other efficiencies.

Motion by Holewinski, second by Paszak to approve the Deputy Clerk I position as presented to 100% and to reconsider after a time study has been completed within 6 months or sooner. Roll call vote taken with Pederson, Paszak and Fried voting nay, Holewinski and Cushing voting aye; motion denied.

Motion by Fried, second by Pederson to deny the Deputy Clerk I request for 100% while the HR Department and County Clerk complete an efficiency study and hire an LTE and to give Minocqua its dispatch money.

Cushing ruled out of order the portion of the motion to give Minocqua its dispatch money as it was not proper consideration for this committee.

Motion by Fried, second by Pederson to deny the Deputy Clerk I request for 100% while the HR Department and County Clerk complete an efficiency study and hire an LTE. Roll call vote taken with all voting aye; motion carried.

RESOLUTION: DEPUTY COUNTY CLERK I TO 100%

The Committee did not address this resolution due to above motion.

RESOLUTION: NORTHWESTERN POLICING GRANT DEPUTY

Lisa Charbarneau explained to the Committee that this position was approved at staffing. The Sheriff has applied for the State of Wisconsin Community Policing grant for 2014 which is anticipated to be \$33, 289 to be applied to this position. This position will be reviewed on an annual basis and if the funding decreases, the position will decrease accordingly.

Motion by Paszak, second by Holewinski to approve the Northwestern Policing Grant Deputy resolution as presented. All ayes; motion carried.

HEALTH INSURANCE AT RETIREMENT

Lisa Charbarneau told the Committee that she had two options for them to consider regarding the health insurance at retirement. The first one was regarding the grandfathering of 18 employees eligible to retire in this calendar year. This language would allow them to hang on to the benefits as they sit now. Other employees who retire after this year will be placed on the same group health insurance plan as the active employees. The second choice/OR is a dollar amount based on this

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year's premium. The problem is we cannot get on the government website to see what is out there for comparison and therefore, cannot recommend a dollar amount at this time.

Billy Fried suggested instead of a dollar value to put in the words "cost of their single or family value". Charbarneau asked what if the rates go down. Fried said the school district used the words "not to exceed exit rate" so if the rates go up you pay the supplement.

Motion by Holewinski, second by Paszak to adopt the changes on the first page and Item #5 on the second page and have Lisa research the OR for a future date. Pederson, Paszak, Holewinski and Cushing all voting aye, Fried voting nay; motion carried.

ACT 10 UPDATE

Charbarneau explained to the Committee that because we were a member of the consortium way back when this has given the county leeway as far as demands for bargaining. We are still waiting for the WERC to provide guidance on the application of Judge Colas' order and what we have to do to meet the requirements of that as far as bargaining is concerned. Basically, we are still waiting for something to come out of the WERC.

Desmond stated there was an update to the update late Friday afternoon and the Attorney General filed for a stay of the contempt order and should be heard in the next three weeks by the Supreme Court and we'll see if they grant that.

EXECUTIVE SESSION

The Committee may consider a motion to adjourn into closed session pursuant to section 19.85(1) (c) (f) & (g), Wis Stats., to: (1) consider the employment and performance evaluation of an Oneida County employee; and, (2) for purposes of 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; and, (3) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. (Topics: Personnel Matters)

Cushing told the Committee they will not go into closed session at this time, but will do so at the next meeting.

COMPENSATION STUDY

Charlie Carlson from Carlson Dettmann presented a handout to the Committee regarding some matters for discussion. These include market position, pay structure and administration. He stated that right now we have some issues. Some employees are above the maximum.

The Committee directed Carlson Dettmann to prepare two wage schedules: one for management and one for hourly employees.

Carlson commented that the County may want to consider sharing more insurance costs with employees in the future.

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WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

November 18 10:00 a.m.

FUTURE AGENDA TOPICS

Affordable Health Care Act

PUBLIC COMMENTS

None

ADJOURNMENT

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

Meeting adjourned at 11:50 a.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary