

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES

November 05, 2014

CALL TO ORDER

Chairman Cushing called the LRES Committee to order at 8:30 a.m. in Committee Room #2 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, Sonny Paszak, Dave Hintz and Ted Cushing.

LRES COMMITTEE MEMBERS ABSENT: None

ALSO PRESENT: Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Mary Rideout (Social Services); Dan Hess, Scott Bornberg, Greg Gardner, Robert Hebein, Phil Newcomb (Sheriff Dept.); Patrick Henneger (Attorney); Randy Ingram (WPPA Representative); Bill Freudenberg (Supervisor)

APPROVE AGENDA

Motion by Hintz, second by Paszak to approve the agenda as posted. All ayes; motion carried.

VOUCHERS, REPORTS & BILLS

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

SOCIAL SERVICES ACCOUNT CLERK I VACANCY REVIEW APPEAL

Mary Rideout explained to the Committee that this employee took the vacant Social Service's Aide position. It is a grant funded position and is funded by Long Term support. If the funding goes away so does the position.

Motion by Paszak, second by Pederson to approve the Account Clerk I vacancy review appeal. All ayes; motion carried.

ECONOMIC SUPPORT SPECIALIST VACANCY REVIEW APPEAL

Rideout told the Committee this employee took a job with the state. This is a state funded position that determines eligibility for Foodshare and Badgercare. When the funding goes away the position goes away.

Motion by Fried, second by Pederson to approve the Economic Support Specialist vacancy review appeal. All ayes; motion carried

E911 TELECOMMUNICATOR VACANCY REVIEW APPEAL

Charbarneau stated that this position under the vacancy review process will remain vacant for 8 weeks. This person took a job in the Courthouse. The application process will take at least 8 weeks to fill.

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Motion by Fried, second by Paszak to approve the E911 Telecommunicator vacancy review appeal. All ayes; motion carried.

INCREASED COSTS OF WAGE & HEALTH INSURANCE FOR 2015 BUDGET

Charbarneau explained that when they talked about increasing the employee's contribution to 10% they talked about the fact that the premiums overall were decreasing by 2% and in her mind felt that that was pretty much a wash. After talking to Margie Sorenson she found out that wasn't so. She handed out a worksheet to show the premiums at 10%.

Hintz stated that they had discussed this at their Admin meeting earlier this week and a motion was made and passed to support the 10% employee portion. They were advised of the change in numbers at that time.

Compensation in Lieu of Health Insurance

Charbarneau stated that she looked at reimbursing \$150/\$200/\$250 per month and what the numbers would be. There are currently 30 employees that are not on the health insurance. They looked at what the annual cost was to pay them. They would have to lose 3.9 family plans to break even. She stated that Kim Hurtz cautions the group that you can create adverse selection and end up with only the people that have to be on this plan or really sick people and you end up losing the more healthy people off of the plan.

Fried stated that he is looking at it as a benefit for those employees who are not taking advantage of the health insurance benefit.

Pederson remarked that she did not think it was a good use of taxpayer's money. It would be a risk to the county.

Sorenson stated that getting rid of "in lieu of insurance" is the trend. This proposal would buck that trend. If you want to go with the trends the trend is that if your spouse has insurance your spouse has to take the insurance.

Motion by Paszak, second by Fried to approve compensation in lieu of health insurance at \$150/month. Roll call vote with Paszak voting aye and Pederson, Hintz, Fried and Cushing voting nay. Motion failed.

NORTH CENTRAL REGIONAL PLANNING STUDY UPDATE

Charbarneau reported that North Central Regional Planning will be here on the 12th to meet with her and the department heads from Land & Water and the UW Extension. This will be for fact gathering. She has already provided budget information, job descriptions, work plans and other information. After that there will be further meetings with County Board members, and other departments that work with those departments.

PERFORMANCE EVALUATION TRAINING UPDATE

Charbarneau remarked that next week on Tuesday and Thursday they will be doing training with department heads. There will also be two sessions the following week for employees if they wish to attend regarding the mechanics of the form and what they need to do.

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EXECUTIVE SESSION

Motion by Fried, second by Pederson to adjourn into closed session pursuant to section 19.85 (1) (e) and (f) for purposes of deliberating the County's position in a matter relating to collective bargaining under such. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82 (1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. and (2) considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data. (Topics: (1) Deputy Sheriff Association Negotiations, and (2) County employee investigation/discipline matter).

All members present voting 'Aye' on roll call vote. Motion carried.

Discussion held in closed session.

Motion by Paszak, second by Pederson to return to open session. Roll call vote with all voting aye; motion carried.

No motions were made in the above closed session.

OUT-OF-COUNTY TRAVEL

Cushing told the Committee there is a seminar on November 17th on the Fair Labor Standards Act if anyone wanted to attend.

HEALTH & WELLNESS UPDATE

None

FUTURE MEETING DATES

November 12 – 8:00 a.m.

FUTURE AGENDA TOPICS

In Lieu of Insurance - Spouse
Negotiations

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Hintz, second by Pederson to adjourn. All ayes; motion carried.
Meeting adjourned at 12:52 p.m.

Ted Cushing, Chairman

Linda Herrmann, Committee Secretary