

# **LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**

**November 18, 2013**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 10:00 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 and Sonny Paszak.

**LRES COMMITTEE MEMBERS ABSENT:** Scott Holewinski

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Margie Sorenson (Finance); Brian Desmond (Corporation Counsel); Mary Bartelt (County Clerk); Kris Ostermann (Treasurer); Brenda Behrle (Clerk of Courts); Sheriff Grady Hartman, Sandra LaDu-Ives, Keith Fabianski (Sheriff Dept.); Candy Sorenson (Supervisor); Charlie Carlson, Patrick Glynn (Carlson & Dettmann)

## **APPROVE AGENDA**

Motion by Fried, second by Pederson 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 28, 2013 as presented. All ayes; motion carried.

## **BILLS & VOUCHERS**

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

## **ELECTED OFFICIAL BENEFIT PACKAGE**

Lisa Charbarneau told the Committee that Billy Fried had asked to have this topic placed on the agenda to discuss what type of benefits is being offered to the elected officials. During the process of looking at retiree health insurance Fried asked why it was the elected officials had a similar benefit package to regular employees. He wanted to know what other counties do. Charbarneau stated that some counties have a full benefit package and some have none.

Fried asked to table this agenda item until he could get more clarification information.

## **E911 TELECOMMUNICATOR VACANCY REVIEW**

Sheriff Hartman explained to the Committee that this was a standard review of an employee resigning and an 8-week vacancy.

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Motion by Pederson, second by Paszak to approve filling the E911 vacancy. All ayes; motion carried.

### **EXECUTIVE SESSION**

Motion by Paszak, second by Fried 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: Assistant Jail Administrator wages and Courthouse employee discipline matter).

Discussion held in closed session.

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

The following motion made in above closed session and announced in open session:

Motion by Cushing, second by Paszak to start the Assistant Jail Administrator at step 6 for \$50,317. Roll call vote with all voting in the affirmative; motion carried.

### **COMPENSATION STUDY**

Lisa Charbarneau reminded the Committee that they asked Charlie and Patrick to go back and have the hourly people on one schedule and the exempt people in another wage schedule.

Charlie Carlson from Carlson Dettmann presented a handout to the Committee. He explained the market line and the current pay line. He stated there were disparities on both ends. He then went on to explain the implications of both plans. There are 71 people on the exempt plan and 168 on the non-exempt plan. The exempt and non-exempt pay plans have six steps to the control point that is intended to be representative of the average market rate. The difference is that for the exempt plan we now have an open range up to 120% of the control point as the maximum. There are no steps between steps 6 to the maximum. The non-exempt has steps all the way to the maximum. Increasingly what clients are doing is that anything above the control point they are making those 2-year increments and occasionally 3 for the top steps.

Carlson also stated that if you implement the steps on anniversary dates that would save you money rather than implement the plan on January 1<sup>st</sup>.

Fried asked about the package as a whole including insurance benefits. Carlson suggested doing a catch up plan such as Taylor County where they increased the employee portion 5% until they reached an 80/20 split. That was rather aggressive and he would suggest doing a 50/50 split until you reach an 80/20 split. He also suggested issuing an annual employee benefits statement so it is known what the benefits are.

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Carlson also mentioned that we needed to discuss the appeal process.

Cushing suggested that we needed a couple more meetings to digest all the information before we could make a recommendation to County Board.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

December 03            9:30 a.m.

December 11           9:30 a.m.

**FUTURE AGENDA TOPICS**

Affordable Health Care Act

Holiday Party

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

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

Meeting adjourned at 11:45 a.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary