

**JOINT LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE
MINUTES
1st Floor Conference Room, Oneida County Courthouse
November 22, 2016**

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

ALSO PRESENT: Lisa Charbarneau, Dan Gleason (Labor Relations/Employee Services); Darcy Smith (Finance); Jack Flint (ITS); Bruce Stefonek (Highway/Solid Waste); Amy Franzen (Register in Probate); Nick Sabato (River News/Lakeland Times).

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:30 a.m. in the 1st 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 complied with the Americans with Disabilities Act.

APPROVE AMENDED AGENDA

Motion by Dave Hintz to approve the amended agenda, seconded by Sonny Paszak. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES OF THE NOVEMBER 8, 2016 MEETING

Motion by Hintz to approve the minutes as presented of the November 8, 2016 meeting, seconded by Billy Fried. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

None.

JUVENILE CLERK/ASSISTANT REGISTER IN PROBATE VACANCY REVIEW APPEAL

Lisa Charbarneau reported Amy Franzen received the standard two week notice the Juvenile Clerk is retiring. She added the office is small and very specialized in what they do so they have done their best to cover for the other when not there. Charbarneau stated if approved it would be contingent upon the Administration Committees approval on December 12th. They could then post and start an eligibility list. Charbarneau reported this is a tax levy position and the fiscal impact was included. Motion to waive the vacancy review appeal and approve the Juvenile Clerk/Assistant Register in Probate position pending approval by the Administration Committee by Fried, second by Paszak. All members present voting 'Aye'. Motion carried.

HELP DESK I VACANCY REVIEW APPEAL

Charbarneau noted the request for the new position was approved and had been hired in anticipation of the retirement of the LEC helpdesk position in order to cross train and be up to speed. The formal retirement notice had been received and this is the vacancy review appeal to waive the waiting period and start to fill this position contingent upon the approval of the Administration Committee. Motion to waive the vacancy review appeal and approve the Help Desk I position by Paszak, second by Fried. Fried questioned if it would help if the position was modified. Jack Flint commented the IT job descriptions are a little fuzzy and the new position is a help desk position that will switch weekly with the corresponding position at the courthouse and added this would be implemented as of the 1st of the year regardless. All members present voting 'Aye'. Motion carried.

ITS PERFORMANCE BONUS

Flint stated he was very proud of how the team had responded to the change in leadership and reported early on they started tracking both cost savings and accomplishments. Flint added as he was delivering the quarterly report to the Administration Committee, the suggestion was made that maybe this was something to look at, some kind of "reward" which he agreed with. Flint stated he put that into a different format with a write up to bring to this committee adding this is a case where the team had really come together and performed. Fried commented they had previously discussed having the ability for department heads to have funds available to put forward if things like this are seen fit. Fried added, although he thought it was good, the problems were consistency and questioned where the money would come from. Darcy Smith stated it would need to come from the Contingency Fund and confirmed the same concerns regarding consistency because there is the pay for performance plan where the increase is based upon performance, however, there are outlying situations where they are looking for ways to keep their best employees. Charbarneau noted this is truly a one-time lump sum as opposed to an additional step but also questioned how to do this fairly and who would evaluate so that it would be both impartial and fair. Paszak expressed concern that this might result in lot of money noting employees are compensated. Hintz commented that most department heads would feel like people are doing a good job. Fried added he felt the openness to create the new position was a way of saying the county understands the challenges and will try to give more support but we do not have other tools at this time. Flint stated he anticipated this response, however, he thought this was the right thing to do and the right time to do it. Cushing stated he understood but could not support it without having a plan in place noting Smiths comments that they have a pay-for-performance program in place. Hintz commented as they transition to be more like private industry the question of over-time was brought up at the last meeting and how the permission of the department head is needed, but in private industry that would never happen. Cushing commented there are a separate set of statutes for government and will never be like private industry. Charbarneau confirmed it was the public accountability issue, and stated it's because of the language that allows exempt employees to have comp time at straight time for hours over the base with the department heads approval. Charbarneau added this issue was looked at previously for a request from Forestry and noted similar concerns at that time that there wasn't a system in place and without an administrator it wouldn't be the same for everybody. Fried recommended Flint talk to his counterparts in other counties and see if they have something is place and report to the committee. Cushing added the first step, if they found a way to make it happen, would need to make it part of the budget as a line item.

2017 BENEFIT ENROLLMENT UPDATE

Charbarneau reported after the approvals for health insurance, 15 group presentations where scheduled at different times of the day with different offices and buildings with both Jennifer Lueneburg and herself. Forms are coming in and should be in good shape by the Monday deadline. Fried questioned if the issue that occurred the previous year with the dependent forms was addressed. Charbarneau stated that was the Group Health Trust form 1095C and GHT has been working for the last 6 months to get everything updated and should be in good shape to issue those moving forward. Fried questioned if those can come through LRES to be certain the forms are correct. Charbarneau stated because they come from an outside vendor they are spot checked but not sent back to county.

CLOSED SESSION

Motion to enter into closed session pursuant to Section 19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (Topics: Assistant Public Health Director compensation - removed, Account Technician compensation - removed, and Highway/Solid Waste staffing) and Section 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific person,

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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: Highway Department special review - removed) by Paszak, second by Hintz.

Roll call vote taken with all voting in the affirmative. Motion carried. Committee entered into closed session at 10:54 a.m.

Staff present in closed session: Charbarneau, Gleason, Sorenson, Smith,

RETURN TO OPEN SESSION

Motion to return to open session by Cushing, second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Committee returned to open session at 11:13 a.m.

Cushing reported during closed session, the committee unanimously approved the following motions:

- To move the Solid Waste Patrol Superintendent to the Highway Department in a Mechanic/Equipment Operator position at \$25.22/hour, step 11/grade I, and move the Highway Department Mechanic/Equipment Operator to the Solid Waste Patrol Superintendent position at the control point of \$27.58/hour and with a positive review at 6 months move to step 7 at \$28.27/hour

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

December 14, 2016 at 9:00 a.m.

December 29, 2016 at 1:00 p.m.

January 11, 2017 at 9:00 a.m.

January 25, 2017 at 9:00 a.m.

FUTURE AGENDA TOPICS

Employee Handbook

PUBLIC COMMENTS

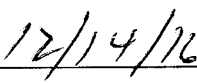
None

ADJOURNMENT

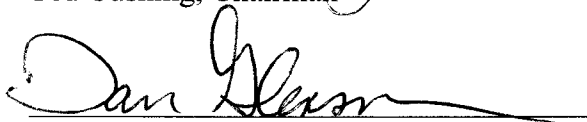
Motion to adjourn by Cushing, second by Fried. All members present voting 'Aye'. Motion carried. Meeting adjourned at 11:19 a.m.



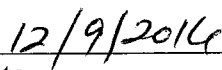
Ted Cushing, Chairman



Date



Dan Gleason, Committee Secretary



Date