

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1st Floor Conference Room, Oneida County Courthouse**  
**December 21, 2016**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Billy Fried, Sonny Paszak, Carol Pederson

**LRES COMMITTEE MEMBERS ABSENT:** Dave Hintz (excused)

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Dan Hess (Sheriff's Office); Mary Rideout (Social Services); Nick Sabato (media)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1<sup>st</sup> 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 meets the Americans with Disabilities Act.

**APPROVE AGENDA**

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

**VOUCHERS, REPORTS AND BILLS**

None

**ECONOMIC SUPPORT POSITION VACANCY REVIEW**

Rideout reports that an Economic Support employee will be transferring to the County Clerk's office. Rideout discussed the position's duties and programs it serves. The regional consortium will be able to assist short-term with duties while this position is vacant however several other counties in the consortium have vacant positions too so this position needs to be filled soon. Cushing inquired and Rideout discussed the operations of the consortium. Rideout states her committee of jurisdiction will review this vacancy at their Tuesday meeting. Discussion held on recruitment plans. Motion by Cushing to approve the Economic Support position vacancy review on the condition that it goes to the Committee of Jurisdiction for approval. Second by Paszak. All members present voting 'Aye'. Motion carried.

**SOCIAL WORKER POSITION VACANCY REVIEW**

Rideout states a Social Worker has given notice due to a job offer by Marathon County. This is the first opening in her Children and Families unit in two years. Rideout states she is looking to fill this position internally due to the 2017 implementation of Family Care which would tentatively eliminate a Social Worker position in the Adult unit. Therefore, internal hiring of this position would mean one less social worker position to eliminate in 2017. Further discussion held on the Family Care implementation and the hiring of an LTE worker while positions are vacant. Rideout discussed the importance of filling this particular position. This position will also be reviewed by the Committee of Jurisdiction at their meeting next Tuesday. Motion by Paszak to approve request, contingent on approval by the Committee of Jurisdiction. Second by Pederson. All members present voting 'Aye'. Motion carried.

**SERGEANT POSITION VACANCY REVIEW**

Hess discussed vacant position being due to retirement and the department will complete the eight week waiting period prior to filling position. Discussion held on 3<sup>rd</sup> shift hours. Motion by Cushing to approve the Sergeant position vacancy review as presented. Second by Fried. All members present voting 'Aye'. Motion carried.

**LAND INFORMATION LIMITED TERM EMPLOYEE (LTE) REQUEST**

Romportl requests an LTE position for purposes of scanning Planning & Zoning permits and land surveys that are in poor condition but still actively being used. Romportl requests 600 LTE hours to start with and states he is trying this option rather than outsourcing the work. A 2017 grant will help pay for some of the LTE costs. Discussion led by Fried on the good work being done by Land Information. Romportl states this request has been approved by his Committee of Jurisdiction. Motion by Paszak to approve the LTE request. Second by Pederson. All members present voting 'Aye'. Motion carried.

**GRIEVANCE POLICY OVERVIEW/PROCEDURES**

Charbarneau states due to an employee being given a five day unpaid suspension and a Grievance has now been filed, she would like the Committee to review the Grievance Policy in preparation. Discussion held on policy and fee charged to file the grievance. Tim Vocke has agreed to be the Independent Hearing Officer for this Grievance. Discussion held on outside counsel and reasons this is done.

**REQUEST OUTSIDE LEGAL COUNSEL FOR POTENTIAL GRIEVANCE**

Charbarneau requests Committee approval for the hiring of outside counsel Andy Phillips for the above discussed grievance. Brief discussion held. Motion by Cushing, authorizing Charbarneau to request outside counsel for this potential grievance. Second by Paszak. Further discussion held on funding this request. All members present voting 'Aye' on the motion; motion carried.

**WELLNESS/HEALTH UPDATE**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

January 11, 2017 at 9:00 a.m.  
January 24, 2017 at 1:00 p.m.

**FUTURE AGENDA TOPICS**

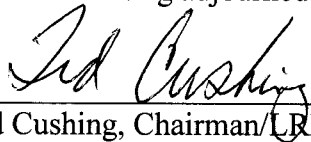
Employee Handbook review and updates  
Use of Contingency Fund  
Vacancy Review procedure and education

**PUBLIC COMMENTS**

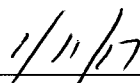
None

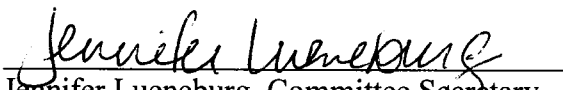
**ADJOURNMENT**

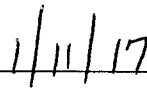
Motion by Cushing to adjourn. Second by Pederson. All members present voting 'Aye'. Motion carried. Meeting adjourned at 9:28 a.m.



\_\_\_\_\_  
Ted Cushing, Chairman/LRES Committee

  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Lueneburg, Committee Secretary

  
\_\_\_\_\_  
Date