

## LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

January 28, 2009

**MEETING CALLED TO ORDER** by Chairman John Young at 9:00 a.m. at the Oneida County Courthouse, First Floor Conference Room.

**COMMITTEE MEMBERS PRESENT:** John Young, Ted Cushing, Paul Dean, Scott Holewinski and Charles Wickman.

**COMMITTEE MEMBERS ABSENT:** None.

**ALSO PRESENT:** John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Margie Sorenson (Finance); Jeff Hoffman (Sheriff); Peter Wolk (Supervisor); Craig Roscum (Associated Bank via telephone).

The Chairman noted that this meeting of the Labor Relations/Employee Services Committee had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans With Disabilities Act.

Motion by Cushing, second by Dean to approve the amended agenda for the present meeting. Motion carried; all ayes.

Motion by Cushing, second by Holewinski to approve the minutes of January 14, 2009. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to approve the bills and vouchers as presented. Motion carried; all ayes.

Sheriff Hoffman joined the committee in a discussion regarding the compensation package for the Lieutenant positions in his department. The Sheriff told the committee that although there is a small wage increase on the base pay for lieutenants as compared to the union positions, the additional benefits awarded to union positions increases the base pay of those positions. The Sheriff continued that this makes it difficult to promote from within.

There was discussion regarding working holidays and paid time off payouts.

Motion by Holewinski, second by Cushing to approve an annual Paid Time Off payout for non-represented employees not to exceed 200 hours, payout policy must include Wisconsin Retirement eligibility criteria and language. Motion carried; all ayes.

Motion by Holewinski, second by Cushing that due to the unique situation at the Sheriff's Department, the Lieutenant positions will be paid premium pay for hours worked on approved County closure days to be effective March 1, 2009 with item placed on the

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February 10, 2009 agenda for final review. Motion carried: Young, Cushing, Holewinski, Wickman voting aye; Dean voting no.

The committee talked with Craig Roscum from Associated Bank regarding the County's Health and Welfare Trust Account.

Motion by Cushing, second by Wickman to direct John Potters and Margie Sorenson to consult legal counsel and Group Health Trust regarding the County's options of converting the Health and Welfare Trust Account to a money market account and developing a draft proposal for the Finance Committees review. Motion carried; all ayes.

Motion by Holewinski, second by Cushing to direct John Potters to develop a termination policy for both hourly and salary employees. Motion carried; all ayes.

Future meeting dates for the LRES Committee:

|                   |   |
|-------------------|---|
| February 3, 2009  | Cancelled   |
| February 10, 2009 | 10:30 a.m. Contract Negotiations/Courthouse & Highway   |
| February 25, 2009 | 9:00 a.m. Negotiations/Initial Exchanges for WPPA Units |
| March 11, 2009    | 9:00 a.m.   |
| March 25, 2009    | 9:00 a.m.   |
| April 8, 2009     | 9:00 a.m. Negotiations                                  |
| April 22, 2009    | 9:00 a.m. Negotiations (Cushing excused)                |

Future agenda topics:

- Vacancy Review Ordinance Amendment
- Chief Deputy, Jail Administrator, Assistant Jail Administrator Compensation Package
- 2008 End of Year Coordinators Report
- Family Medical Leave Update

Motion by Dean, second by Holewinski to adjourn to closed session pursuant to section 19.85 (1)(e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. 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. Upon completion of this portion of the meeting, it is anticipated the Committee will return to open session to consider the remainder of the meeting agenda. Roll call vote taken with all voting in the affirmative. Motion carried.

Discussion held in closed session.

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Motion by Cushing, second by Wickman to return to open session. Roll call vote taken with all voting in the affirmative.

There was no action taken during the above closed session.

Motion by Holewinski, second by Cushing to adjourn. Motion carried; all ayes.

Meeting adjourned at 11:00 a.m.

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John R. Young, Chairman

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Lisa Charbarneau, Comm. Secretary