

LABOR RELATIONS/EMPLOYEE SERVICES COMMITTEE MINUTES

November 17, 2010

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 Sonny Paszak.

COMMITTEE MEMBERS ABSENT: None.

ALSO PRESENT: John Potters, Lisa Charbarneau (Labor Relations/Employee Services); Nick Scholtes (Highway); John Bilogan (Forestry); Curt Krouze (Building & Grounds); Jeff Hoffman (Sheriff); Peter Wolk, Gary Baier (Supervisors).

Chairman's Announcements: Young stated that the County Board sent out a very strong message at the Budget Hearings on November 9th, that the LRES Committee needs to evaluate options such as downsizing, privatizing, eliminating and what services are mandated when reviewing vacancies and staffing requests.

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 agenda for the present meeting.
Motion carried; all ayes.

Motion by Paszak, second by Holewinski to approve the minutes of October 27, 2010.
Motion carried; all ayes.

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

Highway Maintenance Worker Vacancy Review

Nick Scholtes came before the committee with a request to fill a vacant Highway Maintenance Worker position. Scholtes told the committee the position has been vacant for six months. He continued that the department and committee are diligently working on reducing the number of staff at the Highway Department and are down eight positions since 2002.

Motion by Cushing, second by Paszak to approve filling a Highway Maintenance Worker position at the Highway Department as presented. Motion carried; all ayes.

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Highway Mechanic Vacancy Review Appeal

Scholtes told the committee that the department has struggled for the past year being short a mechanic position. He continued that maintenance of the current equipment is falling behind.

The committee discussed options of having other county mechanical work done at the highway department or having the mechanic also plow snow.

Scholtes explained that the Highway Department's bookkeeping system has to charge departments for work being done and that a lot of times it is cheaper and faster to have things done somewhere else. He also told the committee that all mechanic positions have snow plowing in their job descriptions.

Motion by Paszak, second by Dean to approve waiving a six month waiting period, and fill a mechanic position at the Highway Department. Motion carried; all ayes.

Highway Equipment Operator II Vacancy Review

Scholtes explained that he was requesting to post this internally, which will eventually create a Highway Maintenance Worker vacancy which will remain vacant for the six month review period.

Motion by Cushing, second by Holewinski to approve Equipment Operator II vacancy and subsequent internal vacancies as presented. Motion carried; all ayes.

Assistant Maintenance Technician Vacancy Review Appeal

Krouze explained that there are currently three full time positions at the Sheriff's Department location, plus the addition of a half time person for radio work. He continued that this position does snow removal, cleaning, non-emergency maintenance work, sets up courtroom, bathroom cleaning as well as issues in the jail like plugged toilets and issues with doors.

Motion by Holewinski, second by Dean to waive the six month waiting period and fill as requested contingent upon Committee of Jurisdiction approval. Motion carried; Holewinski, Dean, Cushing voting aye; Young, Paszak voting no.

Young stated that the vacancy review appeal form needs to be approved by the committee of jurisdiction before coming to the LRES Committee. He continued that his no vote is due to procedural issues.

Wellness/Health Updates

Charbarneau explained to the committee that a provider who previously provided a quote for HRA/FSA services wanted to meet with the committee to clarify their proposal. The

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consensus of the committee was that there would be no changes made to the HRA/FSA provider for 2011.

Forestry Department Reorganization

John Bilogan provided handouts to the committee which gave an overview of time spent on forestry related duties and recreational duties.

There was much discussion regarding removing the recreational duties from the Forestry Department so the department could focus on bringing in additional revenue due to the increase in allowable cut of timber.

The consensus of the committee was to have a joint meeting with the Forestry and Finance Committees and have John Bilogan bring two plans to the meeting. One plan to meet the increased revenue without hiring additional staff and the other plan to include hiring staffing.

Future Meeting Dates

December 8 or 15, 2010 Joint meeting

Future Agenda Topics

Forestry Department Reorganization

Adjournment

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

Meeting adjourned at 10:55 a.m.

John R. Young, Chairman

Lisa Charbarneau, Comm. Secretary