LABOR RELATIONS & EMPLOYEE SERVICES COMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
April 27, 2017

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Grady Hartman (Sheriff's Office); Bruce Stefonek (Highway); Darcy Smith (Finance); Nick Sabato (Lakeland Times); Rebeca Lopez (Godfrey & Kahn, S.C.) by telephone

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 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 complies with the Americans with Disabilities Act.

APPROVE AMENDED AGENDA

Motion by Paszak to approve the second amended agenda. Second by Fried. All member present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes from the April 12, 2017 meeting. Second by Fried. All member present voting 'Aye'. Motion carried.

VOUCHERS AND BILLS

Committee reviewed vouchers and bills presented by Charbarneau. Motion by Hintz to approve the bills as presented. Second by Cushing. All members present voting 'Aye'. Motion carried.

E911 TELECOMMUNICATOR SERGEANT VACANCY REVIEW

Hartman discussed his Dispatch Sergeant vacating her position to accept a job with another employer and Hartman is looking to fill this position as soon as possible. Charbarneau reminds Committee that there is a mandatory eight-week vacancy period for this position which at this point will be easily met. Brief discussion held. Motion by Cushing to approve the E911 Telecommunicator Sergeant Vacancy Review as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

HIGHWAY ACCOUNT TECHNICIAN VACANCY REVIEW APPEAL

A candidate has now been chosen for the Solid Waste Supervisor position which will leave a vacancy in the Account Technician position at the Highway Department. Charbarneau states that the Highway Account Technician job duties have been updated in the job description but not enough to reclassify the pay for the position. For the last couple months, this position has been covering duties for both Solid Waste and Highway but Stefonek now wants this position to return to 100% Highway, and the Solid Waste account duties will be absorbed by the Solid Waste Manager and Lead employees. Fried inquired on job duties. Stefonek notes that while this position was covering the two departments, some portions of the Highway job duties suffered due to lack of time to get everything done. Charbarneau elaborated further on Stefonek's comments. Smith verifies that there is zero additional cost to the county to make these changes to the Solid Waste and Highway position duties. Motion by Paszak to approve the Highway Account Technician vacancy review appeal. Second by Pederson. All members present voting 'Aye'. Motion carried.

EQUIPMENT OPERATOR VACANCY REVIEW APPEAL

Stefonek states one of his Equipment Operators left his position rather abruptly, and with the summer construction season starting soon, he will need all the help he can get to keep up with the work scheduled for this season. Discussion held on the number of employees in each of the different positions at the Highway Department. Charbarneau discussed reasons for vacancy. Cushing agrees that due to all the unfinished contracts from last year, it is crucial to fill this position. Motion by Cushing to approve the Equipment Operator vacancy review appeal. Second by Hintz. All members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Cushing, second by Pederson to adjourn into closed session pursuant to Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (Topics: Detective Sergeant compensation, Equipment Operator employment/compensation, Corrections Officer compensation, approve the closed session minutes of April 12, 2017), and Section 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific person, 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: approve the closed session minutes of the April 12, 2017 meeting), and Section 19.85(1)(g) conferring with legal counsel concerning strategy to be adopted by the government body with respect to litigation in which it is or is likely to become involved (Topic: Skubal lawsuit).

Cushing notes the Detective Sergeant compensation topic will be removed from closed session topics.

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:14 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Smith, Hartman, Stefonek

RETURN TO OPEN SESSION

Motion by Hintz to return to open session. Second by Pederson. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:16 a.m.

Cushing reports that in closed session, the committee unanimously approved the closed session minutes of April 12, 2017.

Motion by Cushing to approve the Corrections Officer hiring rate to be set at Step 2 rather than Step 1, at the amount of $17.27 per hour. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

FUTURE MEETING DATES

May 12, 2017 at 9:00 a.m.
May 24, 2017 at 10:30 a.m.

FUTURE AGENDA TOPICS

Employee Handbook and County Code updates (separate meeting)
Courthouse security

PUBLIC COMMENTS
None

ADJOURNMENT
Motion by Cushing to adjourn meeting. Second by Fried. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:22 a.m.

Ted Cushing, Chairman — Date: May 12, 2017

Jennifer Lueneburg, Committee Secretary — Date: May 12, 2017