

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
December 18, 2019, 9:00 a.m.

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

LRES COMMITTEE MEMBERS ABSENT: Scott Holewinski (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Linda Conlon (Public Health), Grady Hartman, Dan Hess, Anton Keelin (Sheriff's Office); Darcy Smith (Finance), Dianne Jacobson (ADRC); Myles Alexander (UW-Extension); Robb Jensen (County Board); Kayla Houp (Media)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVAL OF SECOND AMENDED AGENDA

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

APPROVE MINUTES

Motion by Fried to approve the minutes of December 4, 2019 of the LRES Committee as presented. Second by Hintz. All Committee members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills, noting all items are within budget. Motion by Hintz to approve the bills and vouchers as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

UW-EXTENSION 2020 AGENT CONTRACT

Charbarneau states the 2020 UW-Extension Agent contract has been approved by the COJ (Committee of Jurisdiction) and now needs approval from this Committee. Charbarneau reports getting a call from Scott Holewinski, stating he can't attend this meeting but wanted his comments regarding the UW-Extension contract noted. Holewinski would like to reduce the contract to one agent, who would be half-time Teen Court and half-time 4-H, and house the agent at the Courthouse to eliminate housing costs. Fried stated he still had concerns and feels the matter needs to be tabled for a future meeting to answer remaining questions and gather final costs not included in the 2020 budget. Paszak inquired what programs Holewinski was proposing be eliminated; Charbarneau clarified that a Clerical Support and LTE position would be eliminated for a total of 1.4 positions, along with office costs and staff development costs. Jensen notes Teen Court is one duty assigned to the Youth Development Educator and wouldn't require 50% of a position's time, plus the contract before them only renews agents and doesn't address the move to Nicolet College. Jensen also noted that previous state consolidation efforts eliminated several positions already. Finally, Jensen noted that the only outstanding cost issues for the move to Nicolet College that were not included in the 2020 budget were some IT issues. Cushing says he did previously approve the move subject to costs and logistics, but if issues arise, UW-Extension may need to stay at the airport. Hintz notes that during budget hearings, a motion was passed to move UW-Extension forward in the 2020 budget, including providing rent costs for the move to Nicolet College. Fried clarified that the vote was a narrow majority. Jensen feels Nicolet College and the COJ view this move as a win-win, plus the move would solve airport air quality concerns. Jensen also notes that the Airport Director will be looking to get the space rented if vacated by UW-Extension, in order to remove the rent burden off the city and county. Fried feels other Committees are really trying to find savings and efficiencies, and just pushing this contract forward without identifying all costs is irresponsible. Motion by Hintz to approve the contract as presented. Second by Paszak. Fried reiterates his concerns on approving the contract. Roll call vote taken. Fried voted 'Nay'. Hintz, Paszak and Cushing voted 'Aye'. Motion carried.

LATERAL HIRING FOR DEPUTY ASSOCIATION POSITIONS

Hartman discussed the difficulties of hiring qualified Deputies over the last couple of years since many experienced applicants do not want to take the cut in pay and move to unfavorable hours that would come with changing to a new department. Public Safety Committee reviewed and approved implementing Lateral Entry Hiring and forwarding the proposal onto the LRES Committee for review. Such a program would bring in experienced Deputies at a higher pay and PTO level to reward their previous education and experience. Hartman notes that discussions have been held with the union, and both the department and union agree that this process should be implemented. Hartman notes that in the past, the department has been reluctant to proceed with such a program since a higher number of experienced applicants existed but this has changed due to the job market. Hartman notes that after receiving a low number of applications in the past, they even changed the application requirements so applicants didn't have to be certified to apply. Hartman summarized the recruitment process ran in November 2019, resulting in no hires. The Sheriff's Department stands to lose about 15 Deputies in the next 7 years due to retirement, which will leave the department with serious staffing issues if recruitment troubles are not resolved now. Discussion held regarding the Rhinelander Police Department's implementation of their lateral hiring process several years back. Charbarneau notes that often, the employee that vacates the position is making higher wages so bringing in a new employee at a similar wage would not add additional constraints to the budget. Smith feels there could be the potential for additional constraints to the budget including training and equipment costs, and in the event a new employee is brought in at a higher rate than the previous employee. Smith requested time to run costs on this proposal. Hartman would like to get start another recruitment right away but understands if time is needed to run numbers. Hartman notes that the non-represented employees in the county already have a lateral hiring process in place but Hartman needs to get an agreement in place with the union in order to proceed with lateral hiring for Deputies. Charbarneau notes that adding a Letter of Agreement to implement a Lateral Hiring process would allow for easier changes in the future, since it's not built into the union contract. Hess argues that determining and calculating costs on this would be very difficult and just prolongs the new hiring process. Keelin notes that most other departments have already implemented Lateral Hiring. Motion by Cushing to approve the Lateral Hiring Program Memorandum of Agreement. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

RESOLUTION FOR SOCIAL SERVICES/ADRC MERGER AD-HOC COMMITTEE

Charbarneau discussed the proposed resolution forming an Ad-Hoc Committee on the proposed Social Services and ADRC merger. The ADRC Committee has made a motion to not support the forming of the Ad-Hoc Committee. The Social Services Committee discussed the matter at their meeting yesterday and though no motion was made, the Social Services Committee felt the department heads should meet further to discuss the topic, rather than creating an additional committee, which would cost per diems. Charbarneau still feels it is a good idea for the department heads of LRES, Social Services and ADRC to sit down with organizational charts and numbers to see what can be worked out rather than involving County Board members at this point. Fried feels that moving the resolution forward to create the Ad-Hoc Committee would move the idea and potential cost savings forward much quicker. Fried feels that the county tends to conduct many studies, which ends up taking years to work through ideas. Fried feels potential cost savings exist and moving on these ideas would be in the county's best interest. Charbarneau discussed previous areas of concern on the potential merger. Fried recognized the resistance by some to the proposed merger, but feels that the focus should remain on finding appropriate cost savings and efficiencies. Jacobson notes that upcoming elections may change Committee members and delay efforts. Jacobson also notes that Assistant Director Joel Gottsacker's previous experience in both Social Services and the ADRC will be an asset for working through this with the three department heads rather than creating an Ad-Hoc Committee. Jacobson made additional comments on the ADRC's budget only consisting of 15% tax levy and feels it is important for the county to continue to provide these programs for older adults. Further discussion held. Motion by Fried to approve the resolution to create an Ad-Hoc Committee, entitled the ADRC Social Services Review/Re-Organization Committee. Second by Cushing. Hintz, Cushing and Fried vote 'Aye'. Paszak votes 'Nay'. Motion carried.

CLOSED SESSION

Motion by Cushing, second by Hintz to go into closed session pursuant to Wisconsin Statutes Sec. 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Public Health Nurse Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:43 a.m. Staff present in closed session: Charbarneau, Lueneburg, Conlon

RETURN TO OPEN SESSION

Motion by Cushing, second by Hintz to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:01 a.m.

No actions or motions were made in closed session. Based on closed session discussion, the following motion was made after returning to open session:

Motion by Cushing to start the new Public Health Nurse at Step 4, with additional monies needed to come from the Public Health 2020 budget, and moving the two existing Public Health Nurses to Step 4 and changing their event dates to January 1, 2021. Second by Fried. Roll call vote taken with all voting in the affirmative. Motion carried.

LRES LONG RANGE PLAN FOR 2019 AND 2020

Not discussed.

TRAVEL REQUEST: WCA LEGISLATIVE EXCHANGE

Charbarneau requests approval of out-of-county travel for Hintz, Cushing, Desmond and herself to attend the WCA Legislative Exchange on February 4-5, 2020. Brief discussion held. Motion by Cushing to approve the travel request. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

January 8, 2020 at 9:00 a.m.
January 22, 2020 at 9:00 a.m.

FUTURE AGENDA TOPICS

PTO Payout, Overtime, Compensatory Time
Health Insurance Premium Deductions
Recruitment Process

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:06 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

01/08/2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

01/08/2020
Date