

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Committee, Oneida County Courthouse
July 10, 2019

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Tammy Javenkoski (Veteran Services)

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. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVAL OF AMENDED AGENDA

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

APPROVE MINUTES

Motion by Holewinski to approve the June 13th minutes as presented. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS, BILLS AND LINE ITEM TRANSFERS

Charbarneau provided vouchers and bills for committee review in the amount of \$1,450.44. Charbarneau notes that expenses listed are standard items and are all within budget. Motion by Fried to approve the bills and vouchers as presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

2020 STAFFING REQUESTS

▪ **NEW OR CHANGED – AFFECTS TAX LEVY:**

- **VETERAN SERVICES: LTE RECEPTIONIST INCREASE IN HOURS:** Charbarneau reports that Veteran Services is requesting 100 LTE hours for scanning and another 60 LTE hours to cover their office when staff are at conferences. Fried feels the LRES Committee should be taking a closer look at new and ongoing LTE requests to see if any consolidation and cost savings can be found rather than adding more personnel costs to the county. Cushing notes that even if this Committee approves the request, it could still be denied at budget hearings. Javenkoski discussed the county cost savings found by her office due to receiving state grant funds and both staff waiving the health coverage in 2020. Fried appreciated the cost savings but still voiced concerns about adding additional costs. Paszak feels that based on staffing shortages, utilizing LTE's to get work done is important and cost effective. Hintz discussed the difficult decisions ahead in the efforts to cut expenses, and the county being bound by state levy limits. Hintz says they are facing a very difficult budget season and making tough decisions to cut expenses is difficult when there is protest to any cuts by some portion of the staff or public. Tammy says denying this request will not hinder her department's services but there is a lot of scanning (some dating back to the Civil War) and with the continual fading of documents, getting the scanning done sooner than later is important. Smith notes that due to the cost of living increases to the 2020 LTE wage schedule, there is increased tax levy needed on these requests, even on the annual requests. Charbarneau notes that the LTE wage schedule is based on 85% of the previous year regular wage schedule. Charbarneau notes that in addition to cost of living increases for LTE's there are also increased costs due to step increases for many of the ongoing LTE's. Motion by Holewinski to approve (Veteran Services LTE Receptionist hours). Second by Paszak. Roll call vote taken; Fried and Hintz voting no, and Holewinski, Cushing and Paszak voting yes. Motion carried.

2020 STAFFING REQUESTS – NEW OR CHANGED – AFFECTS TO TAX LEVY (continued)

- **UW EXTENSION: ADMINISTRATIVE SUPPORT TO FULL TIME:** Charbarneau notes this request should have been listed under annual requests on the agenda. UW-Extension has now asked for more time to complete the job study and discuss the study with their Committee of Jurisdiction before meeting with the LRES Committee again. Charbarneau says previously UW-Extension requested to reduce the hours of this LTE position, even after being warned by the LRES Committee on the difficulties of raising the hours back up at a later date. Now UW-Extension is asking for an increase in hours for the LTE Administrative Support position and so far, the LRES Committee has denied the request. Smith notes that departments have the ability to make staffing requests during budget hearings. Cushing feels if UW-Extension wants to discuss their request at a later date with this committee, it should be allowed.

- **ANNUAL/CHANGED/NEW – NO TAX LEVY:** Brief discussion held. Motion by Holewinski to approve the annual/changed/new LTE requests with no affect to tax levy. Second by Hintz. Fried feels these positions should be reviewed individually with the hopes of finding any additional efficiencies and cost savings. In-depth discussion held. Holewinski notes that over the years, significant personnel cuts have been made and it will be difficult to make further cuts without eliminating services to the public. Further discussion led by Hintz. Smith notes that she didn't have the 2020 fringe rates when she calculated the costs of the requests so the preliminary numbers do reflect 2019 rates. Smith notes that for 2020, the workers compensation rate should decrease and the retirement contribution will increase slightly. Fried reiterates his concerns about mass approving the staffing requests rather than reviewing them individually. Roll call vote taken; Fried voting no, and Hintz, Holewinski, Cushing and Paszak voting yes. Motion carried.

WORKERS COMPENSATION REPORT

Charbarneau discussed Workers Compensation report provided to committee members. In-depth discussion held on details of report. Charbarneau notes that she had a conversation with Aegis regarding the high reserve amounts listed; Aegis informed Charbarneau that reserve amounts are set by the state based on the type of injury. Charbarneau also noted several Sheriff's Office injuries that were incurred from combative inmates, and has discussed ways to reduce injuries and better protect staff with Sheriff Hartman. Further discussion held regarding various open and closed cases. Hintz requests that in the future, the report should be sorted by departments, and committees of jurisdiction be provided copies of the report for review. Hintz would also like the County Board to review this report at the August County Board meeting.

FUNDING OPPORTUNITIES COMMITTEE UPDATE

Hintz provided an update regarding the progress of the Funding Opportunities Committee, noting the list of 29 ideas for possible cost savings to Oneida County. Hintz says the Funding Committee has put a particular focus on a few of the ideas. Hintz briefly summarized ideas for department reorganization and noted that reorganization is possible but could take time and a lot of work. Hintz summarized the handout titled "Funding Opportunities Committee Conceptual Ideas Summary". Hintz notes that each item listed on the summary will come with some opposition from certain committees and members of the public, but the Committees and County Board will need to make some hard decisions in determining priorities. Hintz also discussed different implementation ideas of the wage to study to help ease the cost needs. Hintz says the next step will be to take the list of ideas to the Administration Committee for review and to decide which ideas will continue to move forward. Fried asked Charbarneau if she's heard any feedback from departments; Charbarneau discussed concerns she's received. Hintz brought up the approximately 100 memberships that Oneida County currently holds, and recommends reducing the number of memberships and conferences attended in order to help save money. Further discussions held on referendums and concerns over the increased issues in the county that require more services. Hintz feels department reorganizations will provide some of the biggest cost savings. Discussion held on employee benefits.

COUNTY FUNDING FOR 2020 GROUP HEALTH INSURANCE PLAN

Discussion held regarding what direction the county wants to take with the 2020 Group Health Insurance Plan. Smith says in the past the county has funded the lowest cost Traditional plan at 90%. Smith would like to see the county change their funding to 90% of the lower cost (High Deductible) plan and feels this would steer more employees towards the High Deductible Health plan, which would be a cost savings to the county. Charbarneau discussed employee concerns over the continued rising costs of the county Group Health Plan, especially with wages being underset. Further discussion. Committee agrees to discuss matter further at future meetings.

TRAVEL REQUEST

Charbarneau requests approval for Lueneburg and her to attend the employee benefits seminar titled “Changing with the Times” in Green Bay. The seminar is being put on by Cottingham and Butler and is free of charge so only costs will be lodging and mileage. Charbarneau notes that lodging will be shared in order to reduce costs to the county. Motion by Cushing to approve the travel request for Charbarneau and Lueneburg to attend the benefits seminar in Green Bay. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

FUTURE MEETING DATES

July 24, 2019 at 9:00 a.m.
August 7, 2019 at 9:00 a.m.
August 21, 2019 at 10:00 a.m.

FUTURE AGENDA TOPICS

2020 Group Health plan
Employee Handbook updates

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:22 a.m.

/s/ Ted Cushing
Ted Cushing, Chairman

July 24, 2019
Date

/s/ Jennifer Lueneburg
Jennifer Lueneburg, Committee Secretary

July 24, 2019
Date