

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Committee, Oneida County Courthouse
August 7, 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); Rob Jensen (County Board); Mary Rideout (Social Services); Jason Rhodes (ITS); Dan Hess, Jill Butzlaff (Sheriff's Office); Dianne Jacobson (ADRC); Kyle Franson (Register of Deeds); Brian Desmond (Corporation Counsel); Tracy Hartman (County Clerk)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:30 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 Holewinski to approve the amended agenda. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Paszak to approve the minutes of July 24, 2019. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills in the amount of \$485.34 for Committee review. Charbarneau says all expenditures are normal and within her department budget. Motion by Holewinski to approve the vouchers and bills. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

2019 LTE FORESTER POSITION REQUEST

Charbarneau reports Assistant Forestry Director Paul Fiene is requesting approval for an LTE Forester position up to 500 hours for the remainder of 2019. Fiene requests position due to being down one position in Forestry, causing him to spend more time on administrative tasks and less time out marking timber for timber sales. This position would assist in both field and office duties related to timber sales. Fiene has asked for grant money for this position but if the grant is not approved, money would need to come out of the contingency fund. Charbarneau notes that Administration Committee approved the request and the Forestry Committee is reviewing the request this afternoon. Motion by Paszak to approve request, contingent on Forestry Committee's approval and may be paid by grant. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

FUNDING OPPORTUNITIES COMMITTEE UPDATE

Hintz provided update on Funding Opportunities Committee, noting that the topics assigned for the LRES Committee to research have not changed. Hintz reviewed topics referred to the LRES Committee including benefit adjustments, reorganization of departments, and changes to the Human Service Center.

Discussion held on study being done on Human Services Center to determine if it should remain a stand-alone department or be combined with Social Services. Cushing notes other counties have successfully combined their Human Services with Social Services, and feels this idea could be implemented the quickest of all the ideas LRES Committee is reviewing. Hintz feels that there are too many committees within the Human Services current structure, which creates a lot of bureaucracy and Hintz is confident that the study will suggest returning Human Services back to Oneida County. Conlon provided input on potential consolidation. Rideout notes that she has

FUNDING OPPORTUNITIES COMMITTEE UPDATE (continued)

information from some old studies on the topic that could help in making this decision. Charbarneau feels that in the event Human Services is consolidated with Social Services, the assistance and knowledge of several department heads will help ease the transition. Smith notes that Shawano County consolidated Humane Services back into their county and it saved quite a bit of money due to consolidating staff. Charbarneau notes that they will continue to work on this and report back at a future meeting.

Cushing also notes that consolidation of other departments is still being looked at by other committees. Charbarneau has talked with other departments about possible consolidations and will continue to do so, however Charbarneau realizes that the possible Human Services consolidation is the main priority at this point. Fried also notes that he would like the county to look into finding efficiencies with document scanning, just as they previously did with document shredding.

Charbarneau discussed possible changes to the employee portion of the health insurance in order to implement the full wage study. Charbarneau notes that in the event only a portion of the wage study is implemented, she would not be in agreement with any changes to employee health insurance contributions since the wage increases to employees would end up going towards increased employee health premiums. Charbarneau discussed possible strategies in order to save money on other employee benefits but notes that due to limitations, the only benefit that is open to significant changes would be health insurance. Fried provided comments regarding the need to find a balance between reducing costs and still bringing up wages to a competitive level. Charbarneau discussed the retirement health plan for employees hired before 2010, noting that getting rid of this for the grandfathered employees and retirees may set the county up for a lawsuit. Conlon provided comments on the need to implement new ideas that save the county money but taking items away from employees defeats the purpose of the wage study. Further discussion held.

IMPLEMENTATION OF CARLSEN DETTMANN STUDY

- **RECLASSIFICATION/RESOLUTION:** Charbarneau says she met with Department Heads to determine priorities for the wage and reclassification study done by Carlson Dettmann. Department Heads felt that the first priority was to implement the reclassifications approved by the LRES Committee. Based on this suggestion, Charbarneau would like to bring a resolution forward for the August County Board meeting to implement the reclassifications back to the first payroll following March County Board. Charbarneau notes that no fiscal impact statement was completed by Smith for this meeting but the statement would be ready in time for the August County Board, with a implementation cost of about \$30,000. Fried feels the reclassifications should be approved and Committee agreed. Committee to review fiscal impact statement at August 28th LRES meeting. Smith questions implementing the reclassifications back to March and feels the reclassifications should not be backdated. Conlon and Jacobson feel the reclassifications were approved back in March, so the March implementation is only appropriate.
- **IMPLEMENT NEW SCHEDULE AT 50% AND BACK DATE IMPLEMENTATION TO 6/29/19:** Charbarneau notes that the Department Head's second most important wage issue was implementation of the proposed new wage schedule in order to bring wages up to market rate. Charbarneau suggests implementing half the wage schedule now, keeping employees at their current step at an estimated cost of approximately \$391,536. Discussion held.
- **2020 COST OF LIVING INCREASE AND MOVE ALL COUNTY STAFF TO 2080 HOURS:** Department Heads ranked the 2020 cost of living increase as their third priority and moving full-time positions to 40 hour works weeks as their fourth priority. Charbarneau notes that implementing the 40-hour work week for all full-time positions would require a reduction of eight positions throughout the county, and she much prefers to reduce these positions through attrition. Jensen provided ideas regarding the 40-hour work week

IMPLEMENTATION OF CARLSEN DETTMANN STUDY (continued)

- **2020 COST OF LIVING INCREASE AND MOVE ALL COUNTY STAFF TO 2080 HOURS (cont.):** implementation. Discussion held over concerns of being able to use the \$200,000 cost savings from the 2019 health insurance plan changes for the wage adjustments so they don't end up in the general fund for 2020 and unusable for wage adjustments. Hintz discussed the funds needed to implement the proposed changes, estimating \$600,000 needed for the reclassifications, cost of living adjustments and implementing 50% of the wage study. Smith emphasizes the need to find the funding before anything is implemented, and discussed possible additional costs to implement the reclassifications for the employees frozen on the wage schedule. Jensen notes that the Administration Committee will be focusing on the big picture in regards to these changes. Fried feels the fiscal for the reclassifications should be done back to the proposed March 2019 to see if it can be afforded. Further discussion held on the process of changing full time positions to 40-hour work weeks.

RECRUITMENT REPORT

Lueneburg provided a Recruitment Report to the Committee, and discussed recruitments completed in 2019 through the end of May 2019. Discussion led by Lueneburg on report including number of applications received and increased difficulties of recruiting employees for many of the vacant positions.

CLOSED SESSION

Motion by Cushing, second by Paszak to go into closed session pursuant to Sec. 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.(Topic – Support Services Lead Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 10:41 a.m. Staff present in closed session: Charbarneau, Lueneburg and Smith

RETURN TO OPEN SESSION

Motion by Cushing, second by Holewinski to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:48 a.m.

Motion by Fried to increase the Lead Records Specialist from Grade I, Step 7 to Grade I, Step 9, with the additional funds needed for the remainder of the 2019 budget to come out of the Sheriff's Office budget. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

FUTURE MEETING DATES

August 21, 2019 at 10:00 a.m.
August 28, 2019 at 9:00 a.m.
September 4, 2019 at 9:00 a.m.
September 18, 2019 at 9:00 a.m.

FUTURE AGENDA TOPICS

2020 Group Health plan
Employee Handbook updates
Funding Opportunities Committee plan development

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:50 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

08/21/2019
Date

/s/Jennifer Lueneburg
Jennifer Lueneburg, Committee Secretary

08/21/2019
Date