

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
August 21, 2019, 10:00 a.m.

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Brian Desmond (Corporation Counsel); Steven Schreier, Robb Jensen (County Board); Dianne Jacobson (ADRC); Mike Romportl (Land Information); Luann Brunette (Buildings & Grounds); Brenda Behrle (Clerk of Court); Dori Jensen (public)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:00 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 AGENDA

Motion by Paszak to approve today's agenda. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Holewinski to approve the minutes of August 7th as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills in the amount of \$2,190.35 for health enhancement along with legal and benefit fees. Motion by Paszak to pay the vouchers and bills. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

UW-EXTENSION AGENT CONTRACTS

Committee agrees to move this agenda topic to a future meeting due to Corporation Counsel not reviewing the contract yet, and funding information isn't available until the end of the month. Discussion held on the possibility of UW-Extension moving to Nicolet College.

TRANSIT COMMISSION – GROUP HEALTH COVERAGE

Charbarneau discussed the Transit Commission employee's current health coverage under the Oneida County group health plan, with the Transit Commission reimbursing Oneida County for the premiums incurred. Charbarneau says though the insurance premiums aren't costing the county any money, any claims incurred by the Transit Commission employees do go against the county's claims experience. This process has also caused issues with county HRA accounts (which Transit Employees are not eligible for). Charbarneau would like to give the Transit Commission notice to find their own health insurance and eventually remove them from the Oneida County group health plan. Motion by Cushing to request the Transit Commission go out for bids for health insurance in order to get their own plan. Second by Paszak. Brief discussion held. All Committee members voting 'Aye'. Motion carried.

Billy Fried entered the meeting at 10:07 a.m.

Further discussion held on the UW-Extension contracts; no actions taken.

FUNDING OPPORTUNITIES COMMITTEE UPDATE

Hintz provided a summary of Funding Opportunities Committee actions and feels that the sub-committees are progressing on their assignments. Hintz discussed concerns from constituents on the idea of getting rid of the AIS Coordinator position and feels the Committee needs to take an in-depth look at ideas before proceeding, to make sure it's in the best interest of the county to move forward. Fried discussed the CIP (Capital Improvement Projects) Committee, noting that they are just ranking ideas at this time and haven't gotten into any in-depth discussions on funding shortfalls. Smith discussed the county's ability to raise levy limits for debt payments, in the event the county would need to bundle and borrow for CIP projects. Discussion held on updating radio technology in Oneida County as part of a statewide initiative, noting that Oneida County's technology is so behind that the updates are more of a "Band-Aid" rather than the full fix needed. For 2020, Fried says about 7.9 million dollars may be needed for necessary CIP projects, and Fried feels the matter should be brought before the County Board for direction on how to proceed. Hintz notes that the Funding Committee has many difficult decisions to make, including the AIS Coordinator position, which he supports keeping, but there will be disagreements by County Board members on what to keep versus what to remove from the budget. Hintz agrees with going to County Board in order to determine how to move forward on several ideas currently being considered. Further discussion held on various projects and funding challenges for the 2020 budget. Holewinski discussed updates needed at the Highway Department, noting that employees prefer to fix the current building, rather than build a new building. Hintz says one of the top priorities is the potential reorganization of the Tri-County Human Services Center, and pulling Oneida County's portion back into the county. Hintz also notes that Charbarneau is looking into potential ways to save money on the group health plan. Hintz feels there is a need to move forward quickly on some of the cost savings ideas since the 2020 budget season is quickly approaching.

IMPLEMENTATION OF CARLSEN DETTMANN STUDY

- **IMPLEMENTATION OF CARLSEN DETTMANN STUDY/BACK DATE IMPLEMENTATION:** Charbarneau says based on feedback from Department Heads, it is agreed that in the event the full wage study can't be implemented, Department Heads are in agreement with at least implementing half of the wage study now. Charbarneau says there is no guarantees that the other half would be implemented in the future but Department Heads still felt this was the best strategy. Charbarneau personally feels that implementing the entire wage schedule and moving employees to the next highest step that affords an increase is the best strategy for bringing the wage schedule to market value and improve recruitment of new employees. Overall, in order to still implement the entire new wage schedule, the cost would be \$800,000. Discussion held on the difficulties of recruitment at the current wage schedule, other implementation strategies and the reclassifications approved.
- **2020 COST OF LIVING INCREASE:** Brief discussion held on funding 2020 cost of living increases. Charbarneau is estimating a cost of living increases of 2% based on CPI (Consumer Price Index).
- **MOVE ALL COUNTY STAFF TO 2080 HOURS:** Charbarneau discussed the Committees previous conversations regarding moving all full-time employees back to 2080 annual hours (40 hours per week) in order to improve competitiveness of positions. Charbarneau states it was her understanding in the past that the Committee supported moving positions and departments to 2080 annual hours if it could be done cost neutral or even save the county money, in the event a position becomes vacant. Charbarneau notes that employees in ITS and Social Services have been converted to 2080 annual hours when positions were reduced or vacated and the restructuring resulted in cost savings. Charbarneau asked the Committee if they prefer that she continue looking at department restructures in order to move individual departments to 2080 annual hours as the opportunities arise or if she prefers that she wait until all full-time employees can be moved to 2080 annual hours. Fried feels that efficiencies and cost savings should be implemented as they

IMPLEMENTATION OF CARLSEN DETTMANN STUDY

▪ MOVE ALL COUNTY STAFF TO 2080 HOURS (continued):

are found, even though it would be preferable to implement the 2080 all at once. Charbarneau provided input on the need to work towards the 2080 goal in increments. Smith feels that small departments will have difficulties finding efficiencies in order to move to 2080 annual hours. Charbarneau feels that departments will need to get creative in order to find efficiencies and new ways to combine positions and duties. Discussion held on the proposed move of Exempt employees to 2080 annual hours and the effects it has on positions the Exempt employee manages. Further discussion held on the 2080 annual hour's transition. Schreier provided comments on changing grant funded positions and notes that eliminating these positions would provide no tax levy gain (except for maybe the costs of benefits provided). Discussion held on duties provided by a County Administrator and the need for these duties to be disbursed between various Department Heads and the County Board Chairman due to Oneida County not having a County Administrator, including items such as performance evaluations.

TRAVEL REQUEST – FALL 2019 WACPD CONFERENCE

Charbarneau presented request for Lueneburg and herself to attend the Fall 2019 WACPD Conference. Motion by Cushing to approve the request for Charbarneau and Lueneburg to attend the 2019 WACPD Fall Conference. Second by Holewinski. Fried questions the need for more than one person to attend this conference. Charbarneau states that there are topics that are applicable to both positions. All Committee members voting 'Aye'. Motion carried.

CLOSED SESSION

Charbarneau notes that the Committee will not be going into closed session on topic Sec. 19.85(1)(f) (Forestry Director) but will be going into closed session on topic Sec. 19.85(1)(c) (Deputy Clerk of Court Compensation). Brief discussion regarding concerns on the status of the Forestry Director investigation. Charbarneau clarified that they are waiting on answers from the Lincoln County District Attorney and will provide more information as it becomes available.

Motion by Cushing, second by Hintz 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: Deputy Clerk of Court Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 10:58 a.m. Staff present in closed session: Charbarneau, Lueneburg, Smith, Behrle

RETURN TO OPEN SESSION

Motion by Cushing, second by Paszak to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 11:09 a.m.

Based on closed session discussion, motion by Cushing to increase the Deputy Court Clerk from Step 4 (\$18.92) to Step 6 (\$19.92) with the increase to come from the Clerk of Courts budget for the current year at a cost of \$670.00.

FUTURE MEETING DATES

August 28, 2019 at 9:00 a.m. (canceled)
September 4, 2019 at 9:00 a.m.
September 18, 2019 at 9:00 a.m.

LRES Committee meeting
August 21, 2019

FUTURE AGENDA TOPICS

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

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:10 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

September 4, 2019
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

September 4, 2019
Date