

**JOINT ONEIDA COUNTY PUBLIC WORKS & SOLID WASTE/PLANNING &  
DEVELOPMENT/LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE  
MEETING MINUTES**

**Oneida County Highway Office Conference Room  
Thursday, December 1, 2022 8:00 a.m.**

| <b>Attendance:</b> | <b>Present</b> | <b>Excused</b> | <b>Absent</b> |
|--------------------|----------------|----------------|---------------|
| Ted Cushing        | X              |                |               |
| Mike Timmons       | X              |                |               |
| Bob Almekinder     | X              |                |               |
| Mike Roach         | X              |                |               |
| Billy Fried        | X              |                |               |

**Also Present:** Alex Hegeman/Highway Commissioner, Lisa Jolin/Solid Waste Director, Lisa Charbarneau/HR Director, Dan Gleason/Highway and Trevor Greene/The Lakeland Times

Chairman Ted Cushing called the Public Works and Solid Waste Committee meeting to order at 8:00 a.m. noting the meeting was ADA accessible and posted according to Wisconsin open meeting laws.

**1. Approve agenda**

Motion by Fried/Timmons to approve with the discretion of the Chair to move around the agenda. Roach not present. Motion carried.

**2. Approve the minutes of the Public Works & Solid Waste Committee meeting held November 17, 2022**

Motion by Cushing/Fried to approve the minutes of the Public Works & Solid Waste Committee meeting held November 17, 2022 as presented. Motion carried.

**3. Public Comments**

No public comment.

**4. Future Meeting Dates:**

- December 15 and December 29, 2022

**SOLID WASTE DEPARTMENT**

**5. General Business Discussion/Act:**

**A. Solid Waste vendor vouchers**

Motion by Roach/Cushing to approve the Solid Waste vendor vouchers. Motion carried.

**B. Credit Account Application for JNJ Small Haul Trucking**

**C. Credit Account Application for Howard Disposal**

**D. Credit Account Application for HT Glass and Mirror Center**

Motion by Timmons/Fried to approve items B, C and D. Motion carried.

**6. Discussion/Act on Yearly Sales Comparison**

Jolin reported sales were still increasing but anticipated at some point sales would eventually plateau.

## **7. Discussion/Act on Solid Waste Restructure**

Jolin explained the first phase of the proposed restructure would eliminate 2 LTE inmate positions at a cost savings of \$69,096, a Highway Mechanic at a cost savings of \$11,099 and reduce the LTE with CDL work hours by half to 150 hours at a cost savings of \$3,076 for a total cost savings of \$83,271 then add a full time SW Tech/Mechanic at cost of \$67,737 for a net savings of \$15,534. Jolin reported the current SW Tech/CDL was not interested in moving to 2080 hours but might be receptive to reducing their work hours to 32 hours/week which would still entitle the employee to full time insurance benefits, further reducing cost by \$13,000 for a total savings of \$28,000. Jolin commented a year or two later she would like to add supervisory duties to the Scale Operator position at an added cost of \$4,800 annually and the SW Tech would like to obtain a CDL which would cost the County \$4,700 for a total cost of about \$9,600. Jolin noted if the restructure was approved she did have a couple of good candidates in mind for the mechanic position and confirmed the new compactor would allow the department to operate with fewer employees.

Motion by Timmons/Cushing to forward to LRES to bring it to County Board.

Fried commented he was concerned the department was losing a number of people with another position being reduced to 32 hours weekly and questioned if the committee should look at Phase II prior to approving Phase I. Cushing recommended moving forward with the plan as presented. Jolin commented regardless of implementing Phase I, Phase II would be required because there was no one to fill in for her if she was unavailable and the scale operator was hired with the condition he would receive training to obtain his CDL. Fried noted his concern was wages for the new hires might be light and if those wages needed to be increased it would create a domino effect on wages. Motion carried with Fried opposed.

## **8. Discussion/Act on closed session: It is anticipated that the committee will go 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 (Topic: Performance evaluation of Solid Waste Director)**

Motion by Roach/Almekinder to enter into closed session. Row call vote all in the affirmative; motion carried at 8:55 a.m.

## **9. Discussion/Act on Return to Open Session**

Motion by Timmons/Roach to return to open session. Row call vote all in the affirmative; motion carried 9:38 a.m.

Cushing reported they were reviewing the performance evaluation of the Solid Waste Director and no action was taken during the closed session.

## **10. Solid Waste Report /Discussion**

### **• Office Building Update**

Jolin reported the doors were in but jams were not. Work on the interior should begin that day and meetings were planned for electrical and security for the following week.

## **11. Future Agenda Items**

### **• Office Building Update**

## **HIGHWAY DEPARTMENT**

### **12. General Business Discussion/Act**

#### **A. Highway Department vendor vouchers**

Motion by Timmons/Roach to approve the Highway Department vendor vouchers as presented. Motion carried.

**13. Discussion/Act on resolution for Bridge Aid reimbursement, Town of Sugar Camp, Pine Lake Road/Pine Lake Creek**

Motion by Cushing/Roach to approve the resolution for Bridge Aid reimbursement and forward to County Board for consideration. Motion carried.

**14. Discussion/Act on equipment updates**

Hegeman commented they were in the process of gathering quotes for the wood chipper, air compressor and the tractor/mower to bring back to the next meeting. Hegeman reported the three patrol truck chassis and attachments were ordered with an anticipated delivery of 2024 for the chassis. Hegeman commented the attachments should be delivered by July of 2023 and would be paid for at that time prior to installation.

Hegeman confirmed the finance director did not take issue with increasing the equipment rates for County work so he increased rates on the pieces of equipment that were losing money on a monthly basis.

**15. Discussion/Act on staffing and wage proposal**

Hegeman explained the first part of the proposal was to add 3 FTE positions and eliminate 8 LTE positions noting department was presently approved for 12 LTE positions but only 4 LTE's were hired for 2022. The second aspect involved moving operators and operator/mechanics to a new grade level and adding dollars to those wages. Hegeman reported the department had not been fully staffed for close to a year commenting neighboring counties were in a similar position adding those counties are not receiving applications unless they offer \$23 to \$24 per hour. Hegeman commented money was his only recruitment tool noting he cannot offer other perks such as working from home or even the ability to approve much time off. Hegeman continued he wanted to retain the current staff and was not interested in signing bonuses as there are more job openings than there are applicants.

Fried questioned how this would affect the vacancy dollars that were returned.

Charbarneau commented there would likely be additional vacancies throughout the upcoming year.

Hegeman explained the additional 6,000 hours of wages likely would not be funded in full through additional work but would help keep supervisors out of trucks, keep the mechanics in the shop, allow for an employee to be dedicated to brushing and utilize a couple of helpers on State routes. Hegeman commented the additional positions would not necessarily allow for a third crew but would help to catch up on those things that fall through the cracks in addition to allowing employees to take some time off.

Almekinder noted the importance of funding essential services.

Timmons added those essential workers are required to be available on nights and weekends based upon what may or may not happen with the weather.

Fried questioned if it would be better to increase the current wages or add the extra positions.

Almekinder noted more employees creates the opportunity to use more equipment and generate more revenue but wages would not help in that respect.

Timmons commented in order to retain employees, it was necessary for employees to have the ability to take time off to avoid burnout.

Roach commented he felt that highways and garbage were very important and agreed it made sense but if the department heads can't keep the employees busy it would fail.

Cushing commented Hegeman brought a proposal forward six month earlier that did not go anywhere and later Fried asked him to bring it back again so he was in supported of it. Fried commented he was in support but he felt in the future there would be a need for a bigger building to store and work on equipment. Hegeman noted the current site was at capacity for impervious surfaces and would not allow for additional buildings. Motion by Timmons/Almekinder to forward to LRES/County Board as presented. Motion carried.

#### **16. Discussion/Act on fuel system update**

Hegeman reported during the excavation of the remaining contamination a barrel of a petroleum product was unearthed. Hegeman commented he would follow up and bring back an update to the next meeting.

#### **17. Commissioner's Report/Discussion**

Hegeman reported the following:

- A heater was getting replaced but otherwise the brine building was complete.
- For the last storm, more than 65,000 gallons of brine, 236 tons of salt and 175 tons of sand was applied over two days noting the high humidity levels made ice removal very difficult.
- With the assistance of Langlade County, two of the five frost tubes have been installed with the plan being to cover the corners of the County and one on Kemp Street in front of the shop.
- The crew was working on getting snow fence ready, working in the shop and on mastic on STH 70 west of Minocqua.
- SEH was chosen by the selection committee and then approved by the DOT for the CTH D Bridge design.
- Mead and Hunt was selected for the CTH C Bridge project.
- He was selected to be on the interview panel for the new WCHA Executive Director in Wisconsin Rapids in two weeks.

#### **18. Future Agenda Items**

#### **19. Public comments**

#### **20. Adjourn**

Meeting adjourned at 9:57 a.m.

---

Committee Chairman

---

Committee Secretary