

**JOINT MEETING OF LABOR RELATIONS EMPLOYEE SERVICES AND
ADMINISTRATION COMMITTEE
SEPTEMBER 15, 2022
Minutes**

Administration Committee members present: Chairman Billy Fried, Ted Cushing, Tom Kelly, Russ Fisher and Steven Schreier.

Labor Relations Employee Services members present: Chairman Ted Cushing, Bob Thome Jr., Scott Holewinski, Jim Winkler, Diana Harris

Call to order: Chairmen's Fried and Cushing called the meeting to order at 11:00 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted and mailed in accordance with the Wisconsin Open Meeting law and the facility is handicap accessible. Fried gave an overview of the meeting and the reasons that he requested the joint meeting.

Approve agenda: Motion by Holewinski/Thome to approve today's LRES agenda with the order of items at the Chair's discretion. All aye; motion carried.
Motion by Schreier/Kelly to approve today's Administration agenda with the order of items at the Chair's discretion. All aye; motion carried.

Public Comment – None

2023 Budget Strategies

- a. Revenue possibilities
- b. Review level of services provided and Efficiency Study
- c. Employee Annual Hours Worked and budget impact

Fried stated that there currently is not a number available for an anticipated deficit, however, last year the budget hearings started at a deficit of almost \$1 million. Fried stated that through the last year a number of changes have been proposed by LRES for personnel. Fried questioned if the budgets that were prepared had all positions, even vacant ones, included. Fried would like to consider eliminating the vacant positions. Charbarneau informed the committee that when a vacancy occurs there is a discussion with the department head about absorbing that vacancy and when it is an option the position is cut. Fried requested that a list of current vacancies is created and provided to the Administration Committee prior to budget hearings. Fried questioned the move from 1950 to 2080 for the hourly staff. Discussion regarding increasing hourly staff which would create an additional 10,000 hours worked throughout the county. Charbarneau reported that to move the remaining employees to 2080 will cost approximately \$260,000. Discussion regarding the Cost of Living Increase for 2023. Charbarneau reported that 3.25 % was included in the budget, however, the CPI prepared by the state is at 7.12 %. Charbarneau reported that the anticipated health insurance increase is 6% and she is looking at getting additional proposals. Discussion regarding health insurance and some options that could help decrease costs to the county. Fried questioned if LTE positions could be eliminated or frozen. Charbarneau reported that LTE positions are a small part of the budget and wouldn't have a large impact on the budget. Charbarneau also reported that many of the LTE positions are also covered by grants and fees. Discussion regarding the law clerk position which is an LTE salaried position. Discussion about looking at the furloughed positions during COVID. Charbarneau discouraged the committee from looking at this as a resource of what positions should be eliminated as during COVID situations were different and

rules of services for many departments were changed during that time. Discussion regarding a strategy to determine what/if any positions can be eliminated. Cushing cautioned that until changes are made to the levy limit formula the county will no longer be able to offer the services at the levels they are currently offered. Fried proposed sending a letter to department heads asking if there are vacant positions that can be eliminated. Holewinski stated that every year department heads are asked if there are any positions that can be eliminated and any cuts that can be made to budgets and he wouldn't anticipate a different response this year. Schreier would like to see the county work with the towns to see what services they are providing and see if there are ways that the entities can work together. Schreier also asked that contracts are looked at to determine if there can be savings found by contracting out a current services or eliminating a current contract and providing the services in-house. Discussion regarding how this would look and how it could occur. Fried reiterated that actionable items for the LRES Committee to look at from today are:

- LRES list vacant positions that aren't mandated
- Different strategies related to the CPI and Health Benefits
- Look at the 2080 transitions and possible strategies to eliminating positions

Schreier encouraged the committee to network while at the WCA Conference and speak with other counties regarding budget concerns.

Public comment/communications: None

Dates and items for future agenda/meetings: No future joint meetings scheduled.

Adjourn – Fried and Cushing adjourned the meeting at 11:41 a.m.

Respectfully submitted,
Tracy Hartman, Recording Secretary
Oneida County Clerk