

**JOINT LRES (LABOR RELATIONS & EMPLOYEE SERVICES)  
AND PUBLIC WORKS COMMITTEE MINUTES  
County Board Room, Oneida County Courthouse  
December 7, 2022 9:00 a.m.**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Scott Holewinski/Vice-Chairman, Bob Thome, Jim Winkler and Diana Harris

**PUBLIC WORKERS COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Billy Fried; Mike Timmons/Vice-Chairman via Zoom,

**PUBLIC WORKERS COMMITTEE MEMBERS ABSENT:** Bob Almekinder and Mike Roach (excused)

**ALSO PRESENT IN PERSON:** Lisa Charbarneau, Jenni Lueneburg (LRES); Alex Hegeman (Highway), Tina Smigielski (Finance); Dan Hess (Sheriff's Office); Lisa Jolin (Solid Waste); Mike Fugle (Corporation Counsel)

**ALSO PRESENT VIA ZOOM:** Steven Schreier, Linnaea Newman (County Board)

**LRES COMMITTEE CALL TO ORDER AND APPROVAL OF AGENDA**

Vice Chairman Holewinski called the LRES Committee to order at 9:00 a.m. in the County Board 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. Motion by Winkler to approve today's agenda. Second by Thome. All Committee members voting 'Aye'. Motion carried.

**PUBLIC WORKS COMMITTEE CALL TO ORDER AND APPROVAL OF AGENDA**

Chairman Cushing called the Public Safety Committee to order at 9:01 a.m. in the County Board 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. Motion by Fried to approve today's agenda. Second by Timmons. All Committee members voting 'Aye'. Motion carried.

For voting purposes, Committee members would be representing the Committees as follows:

- LRES Committee: Holewinski, Winkler, Thome and Harris
- Public Works Committee: Cushing, Fried and Timmons

**PUBLIC COMMENTS**

No comments from public on Zoom. No public present in meeting room.

**SOLID WASTE DEPARTMENT RESTRUCTURE**

Jolin proposes the following changes to the Solid Waste personnel structure:

- Eliminate the two LTE Laborer positions currently filled by McNaughton prison workers and add one full-time Solid Waste Technician/Mechanic position (net savings of \$1,359 per year)
- Eliminate the overtime used to pay the Highway Mechanic (savings of \$11,099 per year)
- Reduce the Seasonal LTE with CDL hours (savings of \$3,076 per year)
- Reduce full-time Solid Waste CDL Technician position from full-time to 32 hours per week (savings of \$13,152 per year)
- Move Solid Waste Technician/no CDL (Grade F) to a Solid Waste with CDL (Grade G) (cost of \$4,792 per year)
- Move Scale Operator to Scale Operator/Supervisor position (cost of \$4,891 per year)
- **Restructure changes above would provide a net savings of \$19,003**

**SOLID WASTE DEPARTMENT RESTRUCTURE (continued)**

Jolin feels that the changes above will provide more flexibility to meet the needs of the department and will also provide more stability both in retaining employees as well as not being dependent on LTE positions. Jolin says the McNaughton inmates have not been a reliable source of labor due to inmates being pulled from jobs for behavior issues and the lack of needed skills. Discussion held. Holewinski notes that the department is dependent on revenues for funding, which are uncertain but based on historical data, this seems to be the best structure at this time to provide efficiency and meet the needs of the public. Motion by Winkler for the LRES Committee to approve the Solid Waste restructure as presented and forward onto the County Board. Second by Thome. No motion needed by Public Works since a motion was already made and approved by that Committee at a previous meeting. LRES Committee members voting ‘Aye’. Motion carried.

**HIGHWAY DEPARTMENT STAFFING AND WAGE PROPOSAL**

Based on Public Works Committee approval, Hegeman proposed the following Highway staffing changes:

- Move all Equipment Operators (Grade G) to the Mechanic/Equipment Operator (Grade H) positions, providing at least a \$0.50/hour increase plus add \$1/hour to the Mechanic/Equipment Operator pay.
- Add \$1.50/hour winter pay to the Mechanic/Equipment Operator, Diesel Mechanic and Foreman pay
- Change Diesel Mechanic pay from Grade I + \$2/hour to Grade I + \$3/hour
- Add \$1/hour to the Foreman position (Grade K)
- Reclassify Superintendent positions from Grade L to Grade M, providing at least a \$0.50/hour increase plus \$1,300/year additional winter pay
- Finance Technician and Finance Specialist shall receive additional increase of two steps
- No proposed change to Commissioner salary at this time

Hegeman feels this restructure will help with recruitment and more importantly retention of the current staff. Holewinski voiced concerns about this potentially moving the Highway staff to higher wages than some other County Highway Departments. Lueneburg feels our competitors for talent aren’t other county highway departments but rather the private sector and township employers in the area. Lueneburg notes that many employees have left us due to private sector employers and several Highway job offers have fallen through due to higher wages offered by private sector employers or townships. Winkler feels the county can still compete on benefits; Charbarneau notes that based on recent comparison of benefits, the county offers average benefits in comparison to other employers in the area. Lueneburg discussed health plan benefits offered by the county versus other local employers. Discussion held.

Hegeman also discussed eliminating 8 of the 12 Summer LTE positions at a cost savings of \$79,726 per year and in turn adding three Equipment Operator positions at a cost of \$207,783 per year. Hegeman says he receives the most complaints on snow plowing in the northwestern part of the county, mainly due to these routes having the most mileage per route of any of the snowplow routes in the county, therefore shortening the number of times a plow can go over the road in a snowstorm. Hegeman also notes that based on his current number of staff, he barely has enough drivers to cover all of the routes so if an employee is needing time off or there is an illness or leave issue, this causes shortages with no extra staff to fall back on. Discussion held on scheduling, public complaints and reorganization of winter duties to maximize productivity of highway staff when snow plowing is not needed. Winkler recommends returning snowplow duties back to the state; Hegeman discussed the difficulties of this option. Hegeman notes the State of Wisconsin hasn’t increased its funding to the counties much in the last 10 years and Counties are trying to address this with the state but in the meantime, he is trying to run a department on very little funding changes while still trying to provide the same level of service to the public from year to year. Fried and Timmons made comments, noting the Highway provides a very essential service and adjusting the wage to keep with market rates is important.

**HIGHWAY DEPARTMENT STAFFING AND WAGE PROPOSAL (continued)**

Charbarneau says the wage and position changes would need to go before the County Board but the winter wage adjustment could be implemented with Committee approval via an Employee Handbook Change. Both Committees agree to move forward and Charbarneau says she will bring a resolution to the next LRES Committee meeting. Motion by Holewinski to approve the Highway Department staffing restructure changes as presented and move the resolution onto the County Board for further consideration. Second by Thome. All Committee members voting 'Aye'. Motion carried.

**ADJOURNMENT – PUBLIC WORKS COMMITTEE**

Cushing announced the adjournment of the Public Works Committee at 10:08 a.m.

*The LRES Committee continued with their remaining agenda items.*

**CLOSED SESSION**

Motion by Holewinski, second by Winkler for the LRES Committee to 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: Captain Compensation and Public Health Nurse Compensation); and section 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the government body with the respect to litigation in which it is or is likely to become involved. (Topics: Case: 3:22-cv-004650-wmc)

Roll call vote taken with all LRES Committee members present voting in the affirmative. Motions carried. Committee went into closed session at 10:10 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg, Fugle, Smigielski and Hess

**RETURN TO OPEN SESSION**

Motion by Cushing, second by Thome for the LRES Committee to return to open session. Roll call vote taken, with all members present voting in the affirmative. Motion carried. Committees returned to open session at 10:32 a.m.

Vice Chairman Holewinski reports that no decisions or motions were made in closed session. Upon return to open session the following motions were made:

- Motion by Holewinski to hire the Public Health Nurse at Grade K, Step 8 plus starting the employee at Year 5 on the PTO schedule. Second by Winkler. Roll call vote taken with all voting in the affirmative. Motion carried.
- Motion by Holewinski to move the Captain position at Grade Level L01 from Step 13 to Step 14. Second by Thome. Roll call vote taken with all voting in the affirmative. Motion carried.

**EMPLOYEE HANDBOOK UPDATE**

Charbarneau presented Employee Handbook changes to Committee, noting this update changes language based on the remaining staff moving to 2080 annual hours for 2023. Charbarneau noted that there will be another Handbook update coming at the beginning of 2023 as well. Motion by Cushing to approve the Employee Handbook changes as presented. Second by Thome. All Committee members voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Harris to approve the minutes of November 17<sup>th</sup> as presented. Second by Cushing. Cushing, Thome, Holewinski and Harris voted ‘Aye’. Winkler abstained. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Motion by Cushing to approve the bills and vouchers as presented. Second by Winkler. All Committee members voting ‘Aye’. Motion carried.

**PUBLIC COMMENT**

No comments from public on Zoom. No public present in meeting room.

**FUTURE AGENDA TOPICS**

None

**FUTURE MEETING DATES**

December 20, 2022 at 9:00 a.m.

January 4, 2023 at 9:00 a.m.

January 18, 2023 at 9:00 a.m.

**ADJOURNMENT**

Holewinski announced the adjournment of the LRES Committee meeting at 10:38 a.m.

/s/Scott Holewinski  
Scott Holewinski  
LRES Committee Vice Chairman

January 4, 2023  
Date

/s/Ted Cushing  
Ted Cushing  
Public Works Committee Chairman

January 4, 2023  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg  
LRES Committee Secretary

January 4, 2023  
Date