

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
May 10, 2023 9:00 a.m.**

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Scott Holewinski/Vice-Chairman, Diana Harris, Robb Jensen and Jim Winkler

LRES COMMITTEE MEMBERS PRESENT VIA ZOOM:

ALSO PRESENT: Paul Fiene (Forestry); Mary Rideout (Social Services).

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in Committee Room #2 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 Winkler to approve the agenda. Second by Jensen. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Holewinski to accept the minutes of April 13^h. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

APPROVE BILLS, VOUCHERS AND LINE ITEM TRANSFERS

Charbarneau presented the bills and vouchers for review. Motion by Holewinski to accept the bills and vouchers as presented. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public comments in meeting room or on Zoom.

ECONOMIC SUPPORT POSITION RESOLUTION

Charbarneau reminded the committee that they had approved the creation of this position at their last meeting, contingent on approval by the Social Services Committee. Mary Rideout stated that there is no tax levy money for this position. Motion by Holewinski to approve the resolution and forward on to County Board for further consideration. Seconded by Jensen. All Committee members present voting "Aye". Motion carried.

CREATE A PART TIME ACCOUNTING TECHNICIAN FOR FINANCE DEPARTMENT

Charbarneau went over the current approved staffing for the Finance Department for 2023. She explained that the market did not produce any qualified applicants at the end of 2022 to fill the newly created Accountant position. Finance Director Smigielski did hire an accountant level position from a staffing agency and a limited term employee for her office. Due to the positive performance of the current LTE, continued workload of the Finance Department, desire to cross-training internally, and a better understanding of demands post-ERD upgrade Smigielski and Charbarneau recommend moving the LTE position to a permanent 60% Accounting Technician.

Motion by Holewinski to approve the creation of a 60% Accounting Technician position for the Finance Department, with all costs coming for current budget. Second by Harris. All Committee members voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Harris 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. (Topics: Forestry Office Coordinator, Maintenance Technician/Equipment Operator, Forester I and County Forester Performance and Compensation). Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 9:20 a.m.

Staff present in closed session: Charbarneau, and Fiene.

RETURN TO OPEN SESSION

Motion by Cushing, second by Winkler to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:30 a.m.

Cushing stated that there were no motions or decisions made during closed session. Motion by Holewinski for the Office Coordinator to be placed at year 15 of the paid time off (PTO) schedule; the Maintenance Technician/Equipment Operator moves one additional step to Grade Level I, Step 3 and be placed at year 8 of the PTO schedule; the Forester I moves one additional step to Grade Level H, Step 4; and the County Forester moves one additional step to Grade Level J, Step 6. Seconded by Winkler. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public comments in the meeting room or on Zoom.

LRES DEPARTMENT PROJECT LIST UPDATE

Charbarneau went over open items on the list. Jensen indicated that when he was on the County Board previously and a member of the Funding Opportunities Committee, he reviewed data on overtime and compensatory time. He stated when does it become time to hire more employees and decrease overtime and compensatory time. Charbarneau indicated that the most compensatory time use was at the Sheriff's Office and was a part of their bargaining agreement.

WORKER'S COMPENSATION 2023 FIRST QUARTER REPORT

The committee reviewed the report. Cushing noted that the County has gotten some great dividends back from our carrier based on low claims. Holewinski noted that it wasn't that long ago that our Worker's Compensation claims were high and costing the County additional dollars for premiums.

FUTURE AGENDA TOPICS

No topics discussed.

FUTURE MEETING DATES

May 25, 2023 at 9:00 a.m.

June 7, 2023 at 10:00a.m.

June 21, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:40 a.m.

Ted Cushing, LRES Committee Chairman

Date

Lisa Charbarneau, Committee Secretary

Date

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