

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**Committee Room #2, Oneida County Courthouse**  
**January 4, 2023 9:00 a.m.**

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

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg, Susanna Lyon (LRES); Lisa Jolin (Solid Waste); Jason Rhodes (ITS); Amber Rehberg (UW-Extension); Mary Rideout (Social Services); Tina Smigielski (Finance); Mike Fugle (Corp. Counsel); Billy Fried, Steven Schreier (County Board)

**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 today's agenda and allowing the Chairman the discretion to move around the agenda as needed. Second by Harris. All Committee members voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Winkler to approve the minutes of December 7<sup>th</sup>. Second by Harris. All Committee members voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Motion by Thome to approve the bills and vouchers as presented. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

**PUBLIC COMMENTS**

No comments made by public present on Zoom. No public present in the meeting room. Lueneburg introduces Susanna Lyon who is job shadowing in the LRES Office today.

**CHAPTER 4.12 GOAL REVIEW PROCEDURE**

Discussion held on the current County Code process of establishing long-term and short-term goals for each county department. Holewinski feels the current process is a waste of time since the goals are only reviewed once per year. Winkler discussed the Forestry Department's long-term plan, which uses the DNR's long-term plan and feels this could be the case for other departments. Brief discussion held. Holewinski suggests Charbarneau review the process with Department Heads to get input and bring the topic back to a future LRES Committee meeting for further discussion.

**RESOLUTIONS FOR JANUARY COUNTY BOARD**

Discussion held. Cushing notes that all resolutions listed on the agenda have already been reviewed and approved by this Committee and resolutions need to be signed. Motion by Holewinski to approve agenda item #7 (Resolutions for January County Board) on today's agenda. Second by Thome. All LRES Committee members voting 'Aye'. Motion carried. Resolutions included: Create Social Worker position, Highway Department Restructure, Public Health Nurse Compensation, Create ITS Network Analyst/Help Desk Supervisor, Solid Waste Department Restructure and UW Extension Office Coordinator to Full Time status.

## **EMPLOYEE HANDBOOK UPDATES**

- **LEAD SOCIAL WORKER PAY:** Rideout is adding a Lead Social Worker role to one of her Social Work positions. The Lead position will take on supervisory duties and work more difficult cases, and adds \$1 per hour to the Social Worker pay. Rideout discussed the previous studies showing Social Worker and Supervisor caseloads in Oneida County are much higher than industry standards. Rideout says rather than adding another Supervisor at this time, she feels the addition of another Social Worker at budget and adding Lead duties will help with workloads plus provide a potential training ground for filling Supervisory roles in the future. Rideout notes the costs for this update are already covered in her budget. Charbarneau says the change would be implemented via an Employee Handbook update. Motion by Holewinski to approve the Lead Social Worker pay as presented. Second by Thome. All Committee members voting 'Aye'. Motion carried.
- **ACTING PAY: HIGHWAY OPERATORS DOING MECHANIC WORK:** Cushing reports that this topic will not be discussed and is going back to the Committee of Jurisdiction.
- **TOOL REIMBURSEMENT:** Charbarneau discussed the current Tool Allowance received by Buildings & Grounds staff. Currently an employee is receiving the allowance but is out on an extended leave. Finance brought up concerns on receipt of the allowance when an employee is off work. Charbarneau discussed the matter with Corporation Counsel and confirmed that the allowance could be suspended for an employee on Family Medical Leave or Leave of Absence if the leave is more than three weeks. Discussion held. Charbarneau says at this time, this change should only effect the Buildings & Grounds tool allowance, not the Highway tool allowance. Fried provided comments on the origin of the tool allowance. Discussion held. Holewinski feels the current allowance is set appropriately based on other department's practices. No action taken.

## **CLOSED SESSION**

Motion by Thome, second by Harris for the LRES Committee to go into closed session pursuant to section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Topic: Case 3:22-cv-00460-wmc)

Roll call vote taken with all Committee members voting in the affirmative. Motion carried. Committee went into closed session at 9:24 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Lyon and Fugle

## **RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION**

Motion by Winkler, second by Harris to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:35\_a.m.

Cushing reports no motions or actions were taken in closed session.

## **TRAVEL REQUESTS**

- **WCA LEGISLATIVE EXCHANGE:** Charbarneau reports the WCA Legislative Exchange will take place February 28<sup>th</sup> to March 1<sup>st</sup> and allows staff and elected officials to get updates and meet with legislative members to discuss topics effecting the county. Brief discussion held. Motion by Holewinski to approve the Committee and Charbarneau's attendance. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

**TRAVEL REQUESTS (continued)**

- **WCA CAP TEAM:** Charbarneau states the first meeting will be held January 25<sup>th</sup>. Holewinski and Charbarneau plan to attend. Motion by Cushing approving the attendance of Holewinski and Charbarneau at the WCA CAP Team meetings. Second by Harris. All Committee members voting ‘Aye’. Motion carried.

**PUBLIC COMMENTS**

No public present in the meeting room or on Zoom.

**FUTURE AGENDA TOPICS**

None

**FUTURE MEETING DATES**

January 18, 2023 at 9:00 a.m.  
February 1, 2023 at 9:00 a.m.  
February 15, 2023 at 9:00 a.m.

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 9:45 a.m.

/s/Ted Cushing  
Ted Cushing, Committee Chairman

February 1, 2023  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

February 1, 2023  
Date