

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
January 6, 2021 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried/Vice-Chairman, Dave Hintz, Sonny Paszak and Scott Holewinski

ALSO PRESENT IN PERSON: Lisa Charbarneau, Jenni Lueneburg (LRES); Grady Hartman (Sheriff)

ALSO PRESENT VIA ZOOM: Linda Conlon, Jody McKinney, Kyla Waksmonski (Public Health); Brian Desmond (Corporation Counsel); Darcy Smith (Finance); Mary Rideout (Social Services); Steven Schreier (County Board); Richard Moore (Lakeland Times)

CALL TO ORDER AND CHAIRMAN’S ANNOUNCEMENTS

Chairman Cushing 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.

APPROVAL OF AMENDED AGENDA

Motion by Paszak to approve the amended agenda. Second by Hintz. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No public present in County Board Room; no comments made on Zoom.

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes of December 14th. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau presented the bills and vouchers for health enhancement and ID card supplies, totaling \$323.48. Motion by Fried to approve the bills and vouchers as presented. Second by Cushing. All Committee members voting ‘Aye’. Motion carried.

CONTRACT REQUIREMENTS

Discussion held regarding the process taken for Corporation Counsel’s review of county contracts. Fried discussed instances when vendors refuse to add or remove items from contracts, and asks for direction on how to proceed when the vendor is the only feasible option for a needed service. Fried cited the Cottingham & Butler contract from the last Committee meeting as an example. Desmond says his office gives legal advice on contracts but the decision to move forward with or without the recommendations is at the Committee’s discretion. Desmond notes that when deciding to bend, often it depends on what provision is in question. Fried inquired if a rider policy could be added to the county insurance policy to cover these situations. Discussion held; no one present was aware of any such rider policy available. Desmond says in the event there is disagreement on whether to sign a contract, the final decision would fall on the County Board.

PUBLIC HEALTH NURSE COMPENSATION

Conlon discussed her department’s ongoing difficulties with recruiting and retaining Public Health Nurses. Conlon says she has tried advertising and hiring at higher wages but has still only received one application since August. Conlon notes that she has had one position vacant for a while and just received notice that

PUBLIC HEALTH NURSE COMPENSATION (continued)

another Nurse will be leaving soon. Charbarneau discussed the Nurse wage schedule and based on conversations with Conlon, a request is being brought to the Committee to approve moving the Nurses at Step 3 to Step 7, and the Nurses at Step 4 to Step 8. Discussion held on adding a potential signing bonus with repayment requirements if the new hire leaves before a set amount of time. Additional discussion held regarding moving the Nurses up a Grade Level and the potential compression issues this could cause with the Assistant Director and Director positions. Charbarneau says by approving moving the current Nurses up on the current grade level, this will allow for new Nurses to be brought in at Step 6. Charbarneau notes that there are six nurse positions and reiterates that two of these positions will be vacant. Fried voiced his support for the request, noting that he's heard of the private sector hiring for much higher wages due to supply and demand. Before discussing the signing bonus idea any further, Conlon would like to start with the request to move up the current Nurses and start new Nurses at a higher wage to see the effect it has on retaining Nurses. Discussion held regarding funding of the increases. Committee agrees to bring the matter before Administration Committee to decide if funds can come from the Contingency Fund. Smith notes that Conlon has worked hard to maximize grant funding for her department. Further discussion held regarding next step dates. Motion by Paszak to approve moving the current Nurses at Step 3 to Step 7 and the Nurses at Step 4 to Step 8 effective the next payroll, with next step dates to be moved to January 9, 2023. Second by Fried. Further discussion held on step dates. All Committee members voting 'Aye' on motion. Motion carried.

WORKERS'S COMPENSATION REPORT

Charbarneau discussed the Worker's Compensation report provided to the Committee. Charbarneau briefly discussed the two larger claims listed, noting that one is being handled by legal counsel and the other is completed and being closed. Charbarneau notes that Workers Compensation claims are down for 2020.

LRES PROJECT/PRIORITIES LIST

Charbarneau states the LRES Project List was approved at the last meeting. Charbarneau has now prioritized the list for the Committee's review. Discussion held. Holewinski requests that a column be added to the list to track items that are completed. Fried would like to see the LRES Committee continue to talk about COVID-19 issues and polices in order to stay on top of the situation. The Committee asks Charbarneau to bring the list back to the Committee for review on a monthly basis.

CLOSED SESSION

Motion by Holewinski, second by Fried 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: Chief Deputy Compensation and Captain Compensation)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:57 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg, Smith and Schreier

RETURN TO OPEN SESSION

Motion by Cushing, second by Paszak to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:43 a.m. No motions were made in closed session.

RETURN TO OPEN SESSION (continued)

Upon return to open session, the following motions were made:

Motion by Holewinski to increase the Chief Deputy from Step 12 to Step 14 effective the next payroll with funds to come from the Sheriff's Department budget. Second by Cushing. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Fried to allow Charbarneau to negotiate a retiree in-lieu of insurance payment, not to exceed \$3,352, and to allow Charbarneau to negotiate where to deposit the payment, with additional costs to come from the budgeted health insurance funds for 2021. Second by Holewinski. Roll call vote taken with all voting in the affirmative. Motion carried.

RESOLUTION: ASSISTANT FACILITIES DIRECTOR

Charbarneau says previously, this Committee approved a motion to move the Assistant Facilities Director from 2080 to 1950 annual hours, and Charbarneau has the resolution ready for the Committee's signatures. Motion by Cushing to approve the Assistant Facilities Director Resolution and to forward it onto the County Board for approval. Second by Fried. All Committee members voting 'Aye'. Motion carried.

CONSOLIDATED OMNIBUS BUDGET RECONCILIATION ACT (COBRA) COSTS

Charbarneau reviewed the Committee's previous discussion regarding hiring DBS (Diversified Benefit Services) to provide 2021 COBRA services due to the service no longer being offered by the 2021 health plan carrier. Charbarneau confirms that DBS will provide the service for a cost of \$2,352 per year based on charging \$0.70 per employee per month for the service. Discussion held regarding the importance of timely COBRA services. Charbarneau notes that with the potential of reduced LRES staff, her office would not have the time to take on this additional task. Motion by Cushing to approve the COBRA costs of \$2,352 annually, with funds to come from the health plan budget. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

FAMILIES FIRST CORONAVIRUS RESPONSE ACT (FFCRA) - UPDATE

Charbarneau discussed the Committee's discussion and decision at the last Committee meeting to not provide any additional FFCRA paid leave to employees beginning January 1, 2021. Charbarneau says since that meeting, there has been no funding changes. Charbarneau says employees have been notified of the change and their ability to still take COVID-19 related unpaid leave beginning January 1, 2021 (up to 112.5 hours) without there being effects to their benefits (excluding Paid Time Off). Charbarneau says her office will continue to take the requests for FFCRA leave on a case-by-case basis.

PUBLIC COMMENTS

No public present in County Board Room; no comments made on Zoom.

FUTURE AGENDA TOPICS

LRES Department Reorganization
Telework Policy
2021 Health Enhancement Program
Employee Furloughs

LRES Committee meeting
January 6, 2021

FUTURE MEETING DATES

January 20, 2021 at 9:00 a.m.
February 3, 2021 at 9:00 a.m.
February 17, 2021 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:58 a.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

January 21, 2021
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

January 21, 2021
Date