

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
January 8, 2020 9:00 a.m.

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

ALSO PRESENT: Lisa Charbarneau, Lindsey Kennedy (Labor Relations/Employee Services); Darcy Smith (Finance); Dan Hess, Terri Hook, Tyler Young (Sheriff); Kyle Franson (ROD); Linda Conlon (Public Health); Mary Rideout (Social Services); Mike Fugle (Corporation Counsel)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st Floor Conference 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 SECOND AMENDED AGENDA

Motion by Paszak to approve the second amended agenda. Second by Hintz. All Committee members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Hintz to approve the minutes from the December 18, 2019 committee meeting. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills to the Committee for review in the amount of \$10,310.59. Charbarneau noted 2 large expenses, lodging for the WCA Legislative Exchange and the annual influenza vaccinations. Charbarneau stated that although the LRES department processes the voucher for the lodging for the Legislative Exchange the expenses are deducted from the appropriate department's budget. Charbarneau added that invoices from Public Health for the annual influenza vaccinations are paid by the department then reimbursed directly by Group Health Trust.

Motion by Fried to approve the bills and vouchers as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

RESOLUTION: AD-HOC COMMITTEE TO STUDY ADRC/SOCIAL SERVICES REORGANIZATION

Charbarneau stated the resolution the committee approved at the last meeting needs to be updated. A fiscal impact statement for the ad-hoc committee was given to the committee for review. The cost to create the ad-hoc committee consisting of County staff, 2 County board supervisors and 2 citizen members for 10 meetings is approximately \$2,426 and is not currently funded in the 2020 budget.

Charbarneau stated an in-house committee comprised of Rideout (Social Services Director), Gottsacker (interim ADRC Director) and herself would be a more cost and time effective plan to review the possible merger. They would work with Smith for fiscal input on the possible reorganization.

The committee is in agreement of not approving the resolution and going with an in-house committee provided there is a target date given to report back. The committee agreed that Charbarneau, Rideout and Gottsacker will report their reorganization recommendations to the LRES committee the 1st meeting in March.

Brief discussion held on the impact the Human Service Center would have on this reorganization. Hintz stated it was recommended a study be completed to determine the pros/cons of bringing the Human Service Center in-house and added the team of Rideout, Gottsacker and Charbarneau can help determine if the study is appropriate and/or how it should be done.

Motion by Holewinski to not create an ad-hoc committee titled Social Services/ADRC reorganization committee and the three staff members mentioned before (Rideout, Gottsacker and Charbarneau) bring back recommendations on or before March 11 to this committee. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

AFFORDABLE CARE ACT: CADILLAC TAX

Charbarneau stated the Cadillac Tax was enacted but not yet implemented as part of the Affordable Care Act. It was a tax that the employee and employer would have to pay on the most generous employer-provided health insurance plans. This tax was repealed so will no longer take effect.

Informational only, no motion made.

COMPENSATION: CHIEF DEPUTY AND CAPTAIN POSITIONS

Charbarneau provided the committee members with a fiscal impact statement and explained that the Captains and Chief Deputy Positions are on the Carlson Dettmann wage schedule but they follow the cost of living increases with the deputy association. When Carlson Dettmann originally reviewed the Captain position it was recommended to be in a grade level N but due to compression issues the committee agreed to place the Captain position at grade level O.

The Sheriff, Chief Deputy and Captains stated that because these positions are on the Carlson Dettmann wage schedule they should also be eligible for the Carlson Dettmann market study wage increase that was implemented on 12/28/19. The total implementation cost for 2020 would be \$7,263. The committee reviewed resolution #26-2018 (Resolution to adjust the compensation of the Chief Deputy and two Captain Positions at the Law Enforcement Center). Discussion held on the interpretation of the resolution.

Motion by Cushing that the Captains and Chief Deputy are placed on the Carlson Dettmann implementation schedule with COLAs tied to the union contract and make it effective 12/28/19. Second by Fried. Discussion regarding the funding of the implementation and the committee agreed the cost is to come from the Sheriff's department budget. All Committee members present voting 'Aye'. Motion carried.

2020 HEALTH INSURANCE BUDGET

Item not discussed.

LONG RANGE PLAN

The committee was provided a copy of the Long Range Plan prior to the meeting for review.

Motion by Holewinski to approve the Long Range Plan. Second by Cushing. Fried requested that targeted timeframe for completion of goals be added to the plan and requested the motion include this addition. All Committee members present voting 'Aye'. Motion carried.

WORKERS COMPENSATION REPORT UPDATE

Charbarneau reviewed the 2018 and 2019 Oneida County workers compensation report with the committee and discussed the claims that are still open and those with large reserves. Brief discussion held.

Informational only, no motion made.

CLOSED SESSION

Motion by Holewinski, second by Paszak to go into closed session pursuant to Wisconsin Statutes Sec. 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Social Workers, Public Health Nurse and Chief Deputy

Register of Deeds Compensation), and Wisconsin Statutes Sec. 19.85(1)(g) conferring with legal counsel concerning strategy to be adopted by governmental body with respect to litigation in which it is or is likely to become involved. (Topic: Notice of Claim)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:41 a.m. Staff present in closed session: Charbarneau, Kennedy, Smith, Rideout, Conlon, Franson, Fugle

RETURN TO OPEN SESSION

Motion by Holewinski, second by Hintz to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:32 a.m.

No actions or motions were made in closed session. Based on closed session discussion, the following motions were made after returning to open session:

Motion by Cushing to move 2 Social Workers to Step 2 effective 01/11/2020 with funds to come from the Social Services budget. Second by Fried. All Committee members present voting 'Aye'. Motion carried.

Motion by Cushing that the Public Health Nurse moves from Step 4 to Step 5 effective 01/11/2020 with the monies coming from the Public Health budget. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

Motion by Cushing to move Chief Deputy Register of Deeds from Step 6 to Step 7 effective 01/11/2020 with the monies coming from the Register of Deeds budget. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

Motion by Holewinski to instruct Dave (Hintz) to attend the Forestry meeting to hold off on the approval of the road contact until legal issues are clarified by the DA of Lincoln County in regards to the possible felony charge. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

TRAVEL REQUEST: WI PUBLIC EMPLOYER LABOR RELATIONS ASSOC.

Charbarneau reviewed the agenda for the 2020 WPELRA training and requested attendance for Lueneburg and herself. Charbarneau feels this training is very beneficial in regards to the information provided as well as the diversity and collective knowledge of the attendees. The cost for the training is designated within the department's budget.

Motion by Cushing to approve the travel request for Charbarneau and Lueneburg to the WPELRA conference as presented. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

January 22, 2020 at 9:00 a.m.
February 6, 2020 at 9:00 a.m. (Thursday)
February 19, 2020 at 9:00 a.m.

FUTURE AGENDA TOPICS

PTO Payout, Overtime, Compensatory Time
Health Insurance Premium Deductions

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:45 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

02/06/2020
Date

/s/Lindsey Kennedy
Lindsey Kennedy, Committee Secretary

02/06/2020
Date