

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
February 6, 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, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Joel Gottsacker (ADRC); Bruce Stefonek (Highway); Heidi Chavez, Beth Hoerchler, Brenda Lee (Social Services); Grady Hartman (Sheriff's Office); Brenda Behrle, Traci Running (Clerk of Courts); Jason Rhodes (I.T.S.); Brian Desmond, Mike Fugle (Corporation Counsel); Karl Jennrich (Planning & Zoning); Steven Schreier (County Board); Lisa Bilogan (public)

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.

FUNDING OPPORTUNITY TOPICS – COMPENSATORY TIME, OVERTIME AND PAID TIME OFF

Cushing notes that this topic will not be discussed today.

APPROVAL OF SECOND AMENDED AGENDA

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

APPROVE MINUTES

Motion by Hintz to approve the minutes of January 8, 2020. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau provided the vouchers and bills to the Committee for review, noting that all expenses are within budget. Motion by Cushing to approve the vouchers and bills as presented. Second by Fried. All Committee members voting 'Aye'. Motion carried.

RESOLUTION - BLOMDAHL PAID TIME OFF

Hartman states Blomdahl was hired as a full-time Corrections Officer, then moved to LTE Corrections Officer last fall in order to attend schooling. Blomdahl is done with school and hired back as a full-time Corrections Officer. Hartman requests that for purposes of PTO accumulation, that her previous full-time service be considered, granting her 27 days of PTO at hire rather than the standard new hire PTO. Fried voiced concerns about creating an atmosphere of reward when employees leave and then come back. Hartman notes Blomdahl lost seniority by leaving and returning, which effects the ability to pick her shift. Charbarneau notes that training costs are quite a bit less for a returning employee, which greatly benefits the county. Fried asked for clarification of the request; Charbarneau states that this request would allow the employee to get credit for her previous full-time years worked to count towards what she gets for PTO annually moving forward and doesn't add extra PTO to her bank. Further discussion held. Motion by Paszak to approve and forward onto the County Board. Second by Cushing. All committee members voting 'Aye'. Motion carried. Committee agrees to add resolution on consent agenda items.

RESOLUTION - MILES PAID TIME OFF

Charbarneau states a Highway employee previously left employment and is now being rehired into the same position. Stefonek requests that this employee's previous full-time employment be considered and grant the employee PTO similar to an employee at year three of employment. Stefonek states this is an excellent employee. Fried reiterated his concern with rewarding employees that left than return to Oneida County employment. Stefonek feels that leaving and coming back has been a good way of reassuring the employee of their choice to work for the county. Stefonek requests that the employee be granted 27 days but following the schedule of 50 hours at hire, 50 hours at three months of employment, 50 hours at six months of employment and the balance (52.5 hours) at 9 months. Motion by Holewinski to approve the resolution as presented and forward onto the County board. Second by Hintz. All members voting 'Aye'. Motion carried. Cushing confirms this resolution as a consent agenda item.

RESOLUTION - ADRC TO 2080 HOURS

Gottsacker is requesting to move ADRC employees from 1950 to 2080 annual hours, with costs to be covered by the eliminated position from Director Dianne Jacobson retiring. Charbarneau notes that Social Services Director Mary Rideout, Gottsacker and herself have been meeting to discuss reorganization of the ADRC and Social Services Departments. Charbarneau feels it is a little preliminary to eliminate an ADRC position until the reorganization discussions are completed. Charbarneau clarified that Gottsacker is currently the Assistant Director but receiving interim pay for Director duties he is completing. Smith summarized the fiscal impact statement. Hintz agrees with holding off on any decisions until the reorganization is complete. Gottsacker feels reorganization and moving the staff to 2080 annual hours are two separate issues and the Committee should move forward with approving the staff to 2080 annual hours. Charbarneau still feels nothing should be done until the reorganization is complete since it is hard to grant more hours than take them away later. Motion by Holewinski to not make a decision on the ADRC annual hours until the reorganization is complete. Second by Paszak. All members voting 'Aye'. Motion carried.

SPLIT PREMIUM CONTRIBUTIONS

Charbarneau states currently, health insurance monthly premiums are taken from the first paycheck, the month before the coverage. Several employees have requested that payroll start splitting the premiums between the first and second paycheck of the month in order to ease the amounts taken from each check. Smith says payroll has the ability to do this but the change will create several additional hours of work a month for her office. Smith realizes this is at the discretion of the Committee but says taking on this additional work may create a delay in other tasks being completed by her office. Lueneburg notes that the current process is particularly difficult for part-time employees that have limited hours and higher prorated premiums, which end up taking most of their first paycheck of the month currently. Brief discussion held. Motion by Holewinski to leave the health insurance premium deduction as is. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Hintz 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: Economic Support Specialist Compensation, Zoning Technician Compensation), and Sec. 19.85(1)(g) for conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved, and Sec. 19.85(1)(f) for considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data (Topic: Deputy Clerk of Court, Bilogan Notice of Claim).

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:28 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Hoerchler, Chavez, Jennrich, Schreier, Smith, Running, Behrle, Desmond, Fugle

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 10:40 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 Holewinski that we move the two Economic Support workers from Step 1 to Step 2 (Grade G) beginning February 8, 2020 with funds to come from the 2020 Social Services budget. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

RETURN TO OPEN SESSION (continued)

Motion by Holewinski for the Zoning Technician to move from Step 2 to Step 3 (Grade I) with funds to come from the 2020 Planning & Zoning budget, effective February 8, 2020. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

Motion by Hintz that the claim filed by John Bilogan on January 3, 2020 against Oneida County be denied, and that a resolution be prepared and endorsed by this Committee, and the resolution for the claim denial to be forwarded on to the County Board for their consideration. All Committee members voting 'Aye'. Motion carried.

RECRUITMENT REPORT

Lueneburg provided a spreadsheet of 2019 recruitments completed and provided a summary of the data, noting that very few 2019 recruitments were internal. For 2020 recruitments, Lueneburg will be adding a column to track the number of qualified applications that are received for a position. Fried asked that a copy of this report be provided to all County Board members.

FUTURE MEETING DATES

February 19, 2020 9:00 a.m.
March 11, 2020 9:00 a.m.
March 25, 2020 9:00 a.m.

FUTURE AGENDA TOPICS

Elected official wages for 2021-2024
Paid Time Off, Compensatory Time and Overtime

PUBLIC COMMENTS

None

ADJOURNMENT

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

/s/Ted Cushing
Ted Cushing, Chairman

02-29-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

02-29-2020
Date