

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
March 4, 2021 9:00 a.m.

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

ALSO PRESENT IN PERSON: Lisa Charbarneau, Jenni Lueneburg (LRES); Kyle Franson (Register of Deeds); Mike Romportl (Land Information); Darcy Smith (Finance); Mike Fugle (Corporation Counsel)

ALSO PRESENT VIA ZOOM: Bruce Stefonek (Highway); Steven Schreier (County Board); Brian Jopek (Lakeland Times)

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 AMENDED AGENDA

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

APPROVAL OF MINUTES

Motion by Hintz to approve the minutes of February 3rd and February 23rd. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments made by attendees on Zoom or in the County Board Room.

LAND INFORMATION/REGISTER OF DEEDS STAFFING REQUEST

Charbarneau discussed the vacant Register of Deeds Deputy I and Land Information Aide positions. Based on discussions between department heads, Romportl and Franson are requesting to reduce each vacant position to 50% and combine the two positions into one full-time position that would split work time between the two offices. Romportl clarified that the full-time position would work 40 hours per week (20 hours per week per office). Romportl stated this request was already reviewed and approved by their Committee of Jurisdiction. Franson notes that both positions have been vacant for about a year to analyze needs. Franson and Romportl discussed the increased demands of both offices in 2020 and 2021 based on the booming real estate market and feel that the base work is getting done but due to these vacant positions, the extra projects and needs in each department have had to be set aside. Franson notes that these two positions require similar knowledge for some aspects of the job so combining these two positions was a great fit, while still saving the county money. Romportl says they would like to try this combined position for the remainder of 2021 to see if it works, and if successful, they will request to make it a permanent position during the 2022 budget. Romportl also feels the dual knowledge gained by the employee in this position would prepare them in the event a vacancy comes open in either office, thus making the proposed position a good "feeder position". Franson says performance evaluations would be completed by both offices for this position and each office would be flexible to make sure this position is successful. Motion by Paszak to approve the Register of Deeds and Land Information combined position at 40 hours per week. Second by Cushing. Holewinski was happy to see departments working together to find efficiencies. All Committee members present voting 'Aye'. Motion carried.

AFFORDABLE CARE ACT (ACA) – ELIGIBLE EMPLOYEE BENEFITS

Charbarneau discussed the Committee’s approval at the February 23rd meeting to provide health insurance coverage to various Public Health LTE’s that had exceeded the 30 hour per week work requirements and the county was now required to offer health insurance based on the ACA (Affordable Care Act) requirements. After that meeting, the LRES office had sent out information to the LTE’s on the various health insurance plan options offered to employees. The Finance Office is now objecting to offering the LTE’s the same health insurance options as the full and part-time employees. Charbarneau has checked with benefits consultant Jacob Syndergaard who confirmed that the county is not required to offer the LTE’s the same level benefits as the full and part-time employees. Smith feels the county should not offer the health insurance waiver payment and for the approved LTE’s that are offered the plan, the county should only pay for the Narrow Network HSA plan with no county paid HSA or HRA, and the LTE paying any additional costs if a better county health plan is chosen. Charbarneau feels since the LTE’s are working at the level to qualify for the coverages and helping the county out with some difficult COVID related positions, it is only fair to offer these LTE’s the same health plan options as the other full and part-time employees. Fried feels the county should not be offering the “Cadillac plan” to the LTE’s and agrees with Smith. Further discussion held on costs and the HRA/HSA county contributions. Motion by Fried to direct LRES to construct a letter to the LTE’s offered health coverage, stating the county is only offering the based plan without HRA, MERP and in-lieu of payment options. Second by Holewinski. Discussion held with clarification that the LTE could contribute to their HSA account (if that plan is elected) but no county funds would be contributed to the LTE’s HSA plan. All Committee members present voting ‘Aye’. Motion carried.

CLOSED SESSION

Motion by Fried, second by Hintz to go into closed session pursuant to section 19.85(1)(f) for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data (Topic: Employee Medical Claim, Personnel Issue-Investigation) and Section 19.85 (1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee. (Topic: Corporation Counsel Staff compensation)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:32 a.m.

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

RETURN TO OPEN SESSION

Motion by Fried, 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 10:32 a.m. No motions made in closed session.

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

Motion by Fried to move Corporation Counsel Mike Fugle to Step 9 on the Exempt wage schedule (once appointed Corporation Counsel) and then moved to Step 10 at six months dependent on a good performance review, and forward the resolution for this motion to the County Board. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried.

RETURN TO OPEN SESSION (continued)

Motion by Fried for Corporation Counsel Secretary II to move from Step 9 to Step 11 effective March 6, 2021 with funds to come from the Contingency Fund as well as provide a bonus to the employee based on a good performance review by the Department Head in the amount of \$1,500 on March 1, 2022, \$1,500 on March 1, 2023 and \$1,000 in March 2024. Second by Holewinski. Fried directed Fugle to bring a plan back to the committee on how he will determine if the bonus should be paid or not. All Committee members present voting 'Aye'. Motion carried.

Motion by Fried for Corporation Counsel Secretary I to move from Step 7 to Step 9 effective March 6, 2021 with funds to come from Contingency Fund as well as provide a bonus to the employee based on good performance reviews by the Department Head in the amount of \$1,500 on March 1, 2022, \$1,500 on March 1, 2023 and \$1,000 in March 2024. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

Motion by Fried to allow an employee to use MERP and HRA for incurred medical costs in 2020 as a one-time use. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

RESOLUTIONS FOR MARCH COUNTY BOARD MEETING

- **EQUIPMENT OPERATOR – HIGHWAY DEPARTMENT:** Charbarneau discussed a resolution previously approved last August to create an Equipment Operator position to cover a current Equipment Operator that was out on medical leave in order to meet the demands of the upcoming snowplow season. Charbarneau says since that resolution, an Equipment Operator position became vacant in September and due to the medical leave still being in place, the vacancy was filled. Charbarneau says the employee on medical leave is now back as of February. Charbarneau says the resolution was questioned and she is bringing the resolution back for clarification. Discussion held with the Committee agreeing to amend the resolution to add wording to clarify that Equipment Operator vacancies can be filled until the employee on medical leave returns to work. Motion by Fried to approve the Equipment Operator resolution and forward onto the County Board as a consent agenda item. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.
- **REHIRED EMPLOYEE PTO (PAID TIME OFF) CLARIFICATION:** Charbarneau discussed the previously approved resolution to grant additional PTO to a rehired employee, noting that further wording was needed to clarify the resolution's intent. Charbarneau provided an amended resolution, noting there is no change to the resolution content or fiscal impact. Motion by Fried to approve the resolution with updated wording for the Rehired Employee PTO and forward onto the County Board as a consent agenda item. Second by Paszak. All Committee members voting 'Aye'. Motion carried.
- **APPOINT HIGHWAY COMMISSIONER:** Charbarneau presented a resolution to appoint Alex Hegeman to Highway Commissioner at Grade Q1, Step 4 at hire, Step 5 at six months and Step 6 at one year, pending a good performance evaluation, in addition to extra PTO. Charbarneau notes the resolution is based on previous approval by this Committee. Motion by Cushing to approve the resolution to appoint Alex Hegeman and forward onto the County Board. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.
- **APPOINT CORPORATION COUNSEL:** Charbarneau presented the resolution to appoint Mike Fugle as Corporation Counsel based on the Committee's approval today. Motion by Fried to approve the resolution to appoint Mike Fugle to Corporation Counsel and forward the resolution onto the County Board. Second by Paszak. Smith notes that this resolution will be reviewed by Administration Committee prior to County Board due to the Contingency Funds required for the resolution. All Committee members present voting 'Aye'. Motion carried.

2020 YEAR END LINE ITEM TRANSFERS

Charbarneau presented the LRES 2020 line item transfers, noting that she had reviewed them with the Finance Director prior to bringing them to today’s meeting. Charbarneau discussed the medical line item being over budget due to the large number of Sheriff’s Office recruitments in 2020. Charbarneau discussed the required medical exam needed by Deputies and Corrections Officers that can run up to \$800 per new hire to ensure they are able to complete the required job duties. Charbarneau says she will be moving underspent non-personnel line items to the medical line item to cover the overage. Brief discussion held. Motion by Paszak to approve the line item transfers. Second by Hintz. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No comments made by attendees on Zoom or in the County Board Room.

FUTURE AGENDA TOPICS

Telework Policy
Deputy Contract Negotiations

FUTURE MEETING DATES

March 17, 2021 at 9:00 a.m.
March 31, 2021 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:54 a.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

April 7, 2021
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

April 7, 2021
Date