

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
April 6, 2022 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Dave Hintz via Zoom, Sonny Paszak and Scott Holewinski

LRES COMMITTEE MEMBERS ABSENT: Billy Fried/Vice-Chairman (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Dan Hess (Sheriff's Office); Michael Fugle (Corporation Counsel); Steven Schreier (County Board); Shari Nornes, Rick Harris, Michelle Henderson (Morgan HR)

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 Paszak to approve today's agenda. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Hintz to approve the minutes of March 2nd. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

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

PUBLIC COMMENTS

No public present in the meeting room or on Zoom.

EMPLOYEE ASSISTANCE PROGRAMS (EAP)

Hess discussed the high level of trauma law enforcement faces and the importance of dealing with the mental health issues caused by the job. Charbarneau discussed legislation implemented that requires workers compensation to cover mental health issues caused by work duties for protected class employees. Hess discussed the need to set up an account to cover these costs so claims aren't filed with workers compensation, causing premiums to rise. Charbarneau provided details on the need for an EAP to deal with mental health issues for all employees. Schreier discussed the importance of an EAP. Charbarneau notes that there is language in the substance abuse policy that can allow managers to require counseling as a condition of employment for employees dealing with substance abuse issues but not other issues. Hintz feels establishing an EAP is very important. Committee directed Charbarneau to put together more information and bring options back to the Committee for further consideration.

2021 FINAL LINE ITEM TRANSFERS

Charbarneau summarized 2021 line item transfers. The pre-employment medical exam line went over budget due to the high number of law enforcement new hires, which will be covered by contingency. Brief discussion held. Motion by Holewinski to cover the line item transfers as presented. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Paszak for the LRES Committee 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 and section 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the government body with the respect to litigation in which it is or is likely to become involved. (Topics: Exempt Salary Compensation; Land Information Director Selection/Compensation; Forestry Account Clerk II and Maintenance Tech/Equipment Operator Reclassification requests; Employee Grievance; Investigation of public employee/complaint).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:23 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Schreier, Smigielski and Fugle

RETURN TO OPEN SESSION

Motion by Holewinski, 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 11:16 a.m.

In closed session, the Committee came to a consensus and gave the Human Resources Director the approval to move forward on the Land Information Director recruitment.

RESOLUTION: LAW CLERK EXTENSION

Motion by Holewinski to approve the resolution for the Law Clerk Extension with updates to the fiscal impact for the Oneida County portion. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

RESOLUTION: FORESTRY ACCOUNT CLERK II RECLASSIFICATION

Motion by Holewinski to approve the reclassification of the Forestry Account Clerk II to Office Coordinator at Grade Level I, Step 2 with money to come from the department's existing budget. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

RESOLUTION: MAINTENANCE TECHNICIAN RECLASSIFICATION

Motion by Holewinski to approve the resolution to reclassify the Forestry Maintenance Technician to Grade I, Step 1. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public participants present in the meeting room or on Zoom.

LRES Committee meeting
April 6, 2022

FUTURE MEETING DATES

April 13, 2022 at 1:00 p.m.
April 20, 2022 at 9:00 a.m.
May 4, 2022 at 9:00 a.m.
May 18, 2022 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:23 a.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

April 20, 2022
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

April 20, 2022
Date