

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
May 13, 2022 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Scott Holewinski, Bob Thome, Diana Harris and Jim Winkler

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Dan Hess (Sheriff's Office); Alex Hegeman via Zoom (Highway); Steven Schreier (County Board)

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 Winkler to approve today's agenda. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Winkler to approve the minutes of April 20th as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau reviewed the bills and vouchers presented, noting the \$30,000 spent to pay for the remaining cost of the FLSA audit, which was previously budgeted. Motion by Holewinski to approve the vouchers and bills as presented. Second by Thome. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments in the Conference Room or on Zoom.

2023 STAFFING REQUEST PROCEDURES

Charbarneau discussed the letter sent to Department Heads each year before the start of budget season regarding their staffing requests for new positions and any LTE positions. Charbarneau notes that previously, any existing LTE positions or non-tax levy position requests do not need to be individually reviewed by the LRES Committee. However, any new full-time, part-time or LTE positions requiring tax levy funds must be reviewed by the LRES Committee prior to moving onto the Administration Committee. Discussion held by Committee with several updates being made to the draft letter provided to the Committee. Motion by Cushing to approve the staffing request procedure with the changes discussed. Second by Thome. All Committee members voting 'Aye'. Motion carried.

2023 LIMITED TERM EMPLOYEE (LTE) WAGE SCHEDULE

Charbarneau provided the proposed 2023 LTE wage schedule, which uses the 2022 LTE wage schedule, plus the 2022 COLA (Cost of Living Adjustment) to determine LTE wages for the upcoming budget year. Discussion held on the difficulties of hiring and retention employees. Holewinski suggests adding to the Annual Staffing Request Letter that if a department is having difficulties hiring, they should bring that forward with their request. Discussion held on the possibility of raising LTE wages, which still provides the county a cost savings over a full-time/part-time position since benefits aren't offered to LTE's.

2023 LIMITED TERM EMPLOYEE (LTE) WAGE SCHEDULE (continued)

Charbarneau notes the LTE wage schedule is based on 85% of the regular Non-Exempt pay schedule; discussion held. Motion by Cushing to move the 2023 LTE wage schedule from 85% to 90% of the prior year schedule. Second by Harris. All Committee members voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Thome for the LRES Committee 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: Leave of Absence Request)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:16 a.m.

Staff present in closed session: Charbarneau, Lueneburg and Smigielski

RETURN TO OPEN SESSION

Motion by Winkler, second by Holewinski to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:18 a.m.

Cushing reports in closed session, no actions were taken. In open session:

Motion by Holewinski to approve the request for Leave of Absence for the Social Services employee. Second by Winkler. Roll call vote taken with all voting in the affirmative. Motion carried.

COMPETITIVE LOCAL GOVERNMENT COMPENSATION PACKAGES

Charbarneau discussed the potential changes to Vilas County and Price County's wages in order to become more competitive. Charbarneau notes that Vilas County is taking one million dollars from their general fund to afford increases to wages but is unsure how they will continue those increases in future year budgets. Charbarneau notes that Vilas and Oneida County wage plans are fairly similar except Price County offers four weeks paid maternity leave, which Oneida County does not. Further discussion held on the difficulty of hiring various positions such as Corrections Officers. Charbarneau feels the younger workers are much more concerned with pay than benefits whereas the older staff still feel benefits are an important part of the compensation package. Further in-depth discussion held on the options of bonuses, increasing wage schedules or increasing starting wages as different options for recruiting new talent while still retaining current employees. Hess notes that bonuses are only a short-term fix on recruiting employees and will not retain current staff. Thome discussed the need to change the overall wage schedule rather than just fixing the current wages of positions that are difficult to hire. Discussion held on the need to deal with vacancy issues or risk burning out current staff and increased workers compensation issues. Smigielski feels the county may need to look at fewer high paid positions in order to pay competitive wages for remaining staff. Charbarneau reminded the Committee that the next meeting would focus on completing the FLSA study to potentially move staff to 2080 annual hours. Hess says the Public Safety Committee will be looking at strategies to improve the wages of Correction Officers. Holewinski recommends meeting with Departments to see what their needs are first. Tina recommends a "Meet and Confer" process which gathers input from non-union employees to gather

COMPETITIVE LOCAL GOVERNMENT COMPENSATION PACKAGES (continued)

ideas and to receive input on what they are seeing out in the community with other employers. Further discussion held on the need to focus on retaining current employees as much as focusing on recruiting for vacant positions. Further discussion to be held once more information is gathered

2022 FIRST QUARTER WORKERS COMPENSATION (WC) REPORT

Charbarneau discussed the 2022 1st Quarter WC Claim report provided to the Committee. Discussion held on current claims. Charbarneau notes that the annual WC premium is based on claims experience for the previous three years. If the WC claims experience is good, the county will also receive a dividend payment. Smigielski noted that last year, several positions were reclassified from the lower clerical WC rate to the higher municipal rate due to job duties. Further discussion held.

TRAVEL REQUEST: WI ASSOCIATION OF COUNTY PERSONNEL DIRECTORS (WACPD) SPRING TRAINING

Charbarneau presented a request for Lueneburg and herself to attend the WACPD Spring Training Conference on May 26-27, which provides training and updates on various Human Resources topics. Holewinski requests that Charbarneau start updating the Committee with information learned at Conferences. Motion by Holewinski to approve the request as presented. Second by Winkler. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No public comments in the Conference Room or on Zoom.

FUTURE MEETING DATES

May 18, 2022 at 10:00 a.m. (special meeting)
May 25, 2022 at 1:00 p.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:19 a.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

June 22, 2022
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

June 22, 2022
Date