

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
May 21, 2020, 10:00 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 (LRES); Alan VanRalte (County Board); Mike Romportl (Land Information); Mary Rideout (Social Services); Joel Gottsacker (ADRC); Grady Hartman, Dan Hess (Sheriff's Office); Tracy Hartman (County Clerk); Jamie Taylor (media)

PRESENT VIA PHONE: Brian Desmond (Corp. Counsel); Darcy Smith (Finance); Jason Rhodes (ITS)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:00 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.

APPROVAL OF AMENDED AGENDA

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

LAND INFORMATION REORGANIZATION

Charbarneau notes that a full explanation of the request was included in the agenda packets. Romportl reports that his Committee of Jurisdiction supports this request. Romportl requests that the Committee take their "COVID-19 blinders" off, listen to the request and consider what is best for the county. Romportl reports two upcoming retirements in his office this year. He has foreseen these retirements, but didn't think they would come this close together and during a major software upgrade. Romportl requests to reclassify some of his positions, reduce his Land Aide position to 26 hours per week, and increase the rest of his staff to 2080 annual hours. Romportl feels this request isn't inflated and is truly what his office needs in order to continue to run. Romportl reviewed the current and proposed organizational charts for the department, and discussed the updates made to job titles and descriptions, noting that the added detail was needed in order to give a better idea of what each position truly does. Romportl notes that updated job descriptions are also due to the software upgrades and changes to duties within the office. Romportl summarized his current staff, noting that based on the skills his staff possess, he will be able to move current staff up to fill the vacancies left by the two retirements. Romportl realizes this request doesn't come at the best time but feels these changes are important. Romportl notes that his department provides valuable data to other departments, such as tax bill information, as well as services that are a cost savings to the county. Hintz inquired about the software upgrade; Romportl provided details. Fried feels that the Committee does need to consider the current economic crisis when considering this request. Smith provided additional information and notes that even if Romportl reports this request as cost neutral, usually when the county loses employees to retirement, we are able to bring in new employees at a lower rate which is a cost savings to the county; by not doing so will end up costing the county more in the end. Smith also notes that other departments have requested to be moved to 2080 annual hours and have been denied, so the same consideration should be given to this request. Romportl provided input on the importance of getting employees into the correct grade level, which this request will accomplish, plus moving employees to 2080 annual hours will provide consistency throughout the county. Smith notes that the County Board is looking at some real hardships in the 2021 budget and decisions need to be made each step of the way to find cost savings. Charbarneau notes that Romportl is requesting reclassification of four of his positions in his request, which will cost \$1,000 to conduct the assessments and must come from the Land Information budget. Charbarneau asked Romportl if he would be comfortable with the restructure without

LAND INFORMATION REORGANIZATION (continued)

moving his staff to 2080 annual hours; Romportl was agreeable to this. Holewinski asked if the duties added to the job descriptions are already being done; Romportl confirmed yes. Holewinski feels that Romportl coming to the Committee at this time for compensation increases, given the upcoming difficulties for the 2021 budget is not a good request. Cushing discussed the unforeseen catastrophic COVID-19 outbreak and feels that even cost neutral requests may not be good enough for what is needed in the coming budget season. Cushing feels it is time for the county to pull in the reigns on proposed hour and pay increases until the economy can recover.

Desmond notes that he cannot hear the meeting clearly via phone; Rhodes notes that Frontier is having phone issues. Discussion held over concerns with meeting access for the public.

Cushing feels it is best to adjourn the meeting at this time and reschedule the meeting to a different day to hear the remaining topics when phone reception is better.

ADJOURNMENT

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

/s/Ted Cushing
Ted Cushing, Chairman

06-10-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

06-10-2020
Date