

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
May 27, 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 (LRES); Grady Hartman, Dan Hess (Sheriff's Office); Mary Rideout (Social Services); Joel Gottsacker, Heather Beach (ADRRC); Tracy Hartman (County Clerk); Jason Rhodes (ITS); Steven Schreier (County Board); Kayla Houpp (Media)

PRESENT VIA PHONE: Brian Desmond (Corporation Counsel); Darcy Smith (Finance)

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.

APPROVAL OF AGENDA

Motion by Paszak to approve the agenda for today's meeting. Second by Fried. All Committee members voting 'Aye'. Motion carried.

LAND INFORMATION REORGANIZATION

Charbarneau reports that this topic was started at last week's meeting but ended abruptly due to phone line issues. Cushing notes previously, the Land Information reorganization was reported as budget neutral but based on the fiscal impact statement from Finance, the reorganization is not neutral. Smith summarized the fiscal statement for Romportl's request to reclassify four positions based on changed job duties, move his staff to 2080 annual hours and reduce his Land Information Aide position. There will be two retirements in the department this year and Smith notes that normally a cost savings is found when new employees filling the vacancies come in at lower wages but in this case, current staff will fill the vacancies at higher wages. Smith reports that Romportl's request will cost an additional \$16,000 above what was budgeted for the year. Smith notes that she included projections for both keeping staff at 1950 annual hours and moving staff to 2080 annual hours. Fried asked Romportl if he would be agreeable to the reorganization if the 2080 annual hour change was removed from the proposal; Romportl said yes. Smith confirmed that figures on the fiscal impact are based on 2020 figures. Romportl says he included the move to 2080 annual hours in his request because previously the LRES Committee had conversations about getting all staff to 2080 annual hours to build consistency and help with wages for retention and recruitment of good staff. Romportl realizes priorities have changed since the start of the COVID-19 crisis. Romportl led a discussion on his request and reiterated that the reorganization is still possible even if the staff stay at 1950 annual hours. Romportl notes that he calculated a \$14,000 increase for the reorganization only if the reclassifications went through and the staff went to 2080 annual hours. Charbarneau notes that Romportl had previously asked for the same reclassifications during the market study last fall but they were received past the deadline and therefore not considered. Cushing says currently the county is in a tough situation financially and feels it would be a mistake to make decisions like this at this time. Fried says he shares Cushing's concerns but also feels the Committee can't ignore the changes needed in Land Information in order for the department to continue running smoothly, given the retirements and software changes taking place this year. Fried reconfirmed with Romportl that if they used his new model, kept staff at 1950 annual hours and held off hiring the Land Info Aide until they know where they are at, that the department could smoothly continue operations; Romportl stated yes. Romportl discussed the department's important role in tax bill preparation, which generates a large revenue for the county. Holewinski asked Romportl if he could live without the Land Information Aide indefinitely; Romportl says if that is what he is directed to do, he could make it work. Romportl summarized current plans moving forward with the software

LAND INFORMATION REORGANIZATION (continued)

implementation. Motion by Cushing to approve the reorganization, do not fill the Land Info Aide, keep staff at 1950 annual hours and reevaluate the need for the Aide position after completion of the 2021 budget. Second by Holewinski. Smith notes that not filling the Land Info Aide position will be a cost savings on both wages and benefits. Fried asked if the Committee is missing an opportunity to move this staff to 2080 annual hours; Charbarneau says the Committee had recommended moving staff to 2080 annual hours only when there was a cost savings or cost neutral proposal, and many things have changed since that goal was set. Smith inquired if the reclassifications still need to be submitted; Charbarneau says that was part of the reorganization plus the position changes are requiring that the wage be recalculated. Smith notes that the fiscal statements do reflect figures based on the reclassifications being approved. Charbarneau notes that if the reclassification requests come back proposing a different grade level, that would need to go to County Board for approval before implementing. Brief discussion. All Committee members present voting 'Aye' on motion. Motion carried.

ADRC/DSS REORGANIZATION

Rideout provided an update to the Social Services Committee yesterday regarding the proposed reorganization and her committee would like to meet jointly with the ADRC Committee to discuss the reorganization plans further. Based on current projections, Charbarneau estimates a \$96,000 cost savings if the reorganization is implemented plus additional revenues that could be used when the reorganization is in place. Rideout notes that there may need to be a public hearing before moving forward with the reorganization. Gottsacker says there needs to be a public input period, then a public hearing on the reorganization. Charbarneau says the final resolution for the reorganization could go to August County Board. The joint meeting between the Social Services and ADRC Committees is set for June 17, 2020.

ONEIDA COUNTY COVID-19 PLAN

- **REOPENING PLAN:** Charbarneau reports that the Courthouse will be reopening to the public on June 1, 2020. Departments have been asked to submit plans for the reopening, taking into consideration social distancing, possible shifts for staff to limit staff being in office together, signage and protective equipment needed/required for staff and the public. Charbarneau has received plans back from all departments and no departments plan to furlough employees at this point. Charbarneau says they are still encouraging departments to have staff work from home when possible. Staff will be required to wear masks when in public areas of county buildings and when they can't social distance with the public and other staff.

- **FURLOUGHS:** Charbarneau notes that up to this point, the county has continued to cover their portion of the benefits for furloughed employees. Based on the 21 full-time equivalent employees that were furloughed, the county has saved about \$12,000 for each week of furlough. Charbarneau feels that even when county facilities open next week, there still most likely won't be large amounts of public traffic in the buildings. However, departments are preparing for the worse case scenario once buildings are open. Charbarneau feels that the public should still be encouraged to use phone and email when possible for dealings with the county departments and social distancing should remain a priority. Charbarneau also notes that there are still several positions not being filled until public response to reopening is better known. Hintz asked how many people will be working from home after the opening; Charbarneau guesses about 50% of staff will work from home, with the other half in office to cover office hours and/or complete duties that cannot be completed at home. Fried questions bringing furloughed staff back when the county is planning for a slow opening and feels that departments need to get approval in order to bring furloughed staff back. Fried still feels that furloughed employees should be covering their full benefits due to the \$600 per week unemployment payment they are receiving and feels that would be a cost saving measure for the county. Discussion held with Charbarneau noting that the state and federal unemployment is to make the furloughed employee whole on their lost wages.

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Rhodes interrupted the meeting to note that the meeting phone line is not accepting new participants due to Frontier issues. Committee agrees to end meeting.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:43 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

06-10-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

06-10-2020
Date