

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
May 27, 2021 10:00 a.m.

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

ALSO PRESENT IN PERSON: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Tracy Hartman (County Clerk); Mike Fugle (Corporation Counsel); Randy Ingram (WPPA); Grady Hartman, Anton Keelin, Tim Johnson, Jonathan Keckeisen, Bob Hebein, Brian Barbour (Sheriff); Mike Schiek (District Attorney); Brenda Behrle (Clerk of Courts)

ALSO PRESENT VIA ZOOM: Linda Conlon (Public Health); Lisa Jolin (Solid Waste)

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

APPROVAL OF MINUTES

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

APPROVE BILLS AND VOUCHERS

Charbarneau presented the LRES bills and vouchers to the Committee in the amount of \$1,157.80. Brief discussion held. Motion by Holewinski to approve the vouchers and bills. 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.

VICTIM WITNESS COORDINATOR POSITION INCREASE OF HOURS

Charbarneau says previously, District Attorney Mike Schiek came to the LRES Committee requesting to create a newly state mandated position for a Victim Witness Coordinator position at full-time hours. The LRES Committee approved creating the position at 60% or 1,170 annual hours. Since that time, the position has been filled and has made considerable improvements in managing the big workloads in the District Attorney's Office. Charbarneau says at hire, the new employee was enrolled in Wisconsin Retirement System (WRS) benefits. It has now come to the LRES Office's attention that the position is short by 30 hours annually from being eligible for WRS benefits. Schiek is requesting to increase the position by at least 30 hours a year in order to retain the excellent employee in the position but prefers to move the position to 65% if possible, stating that there is more than enough work for this position to be at 65%. Schiek says his Committee of Jurisdiction approved adding the additional 30 hours per year to the position. Charbarneau discussed the fiscal impact for this change of \$992 if adding 30 extra hours to the position or \$2,905 if moving the position to 65% (about 97 more hours per year). Charbarneau says even Finance had originally budgeted the position for WRS benefits. Discussion held on funding. Motion by Fried to move the Victim Witness Coordinator position to 1,200 hours per year to make the position eligible for WRS benefits. Second by Cushing. All Committee members voting 'Aye'. Motion carried. A resolution will be forwarded to June County Board for further review.

SOLID WASTE – SCALE OPERATOR FROM LIMITED TERM EMPLOYEE TO FULL-TIME

Jolin discussed previously eliminating a full-time Scale Operator position and creating two LTE Scale Operator positions for the Solid Waste Department. Jolin says one of the LTE Scale Operator’s has left and after analyzing the needs in Solid Waste, Jolin requests to return to one full-time Scale Operator and keeping the other LTE position in effect as backup for the full-time position. Discussion held on the increased volume of work at Solid Waste since the start of the pandemic in addition to the loss of the inmate help at Solid Waste. Motion by Cushing to approve moving an LTE Scale Operator position to a full-time position. Second by Paszak. All Committee members voting ‘Aye’. Motion carried. A resolution on the proposed change will go to June County Board for further review.

COVID-19 MASKING REQUIREMENTS

Charbarneau says at the last Committee meeting, it was agreed to continue the mask-wearing requirement. After the meeting, the CDC changed their recommendation to suggest that vaccinated people no longer need to wear masks but non-vaccinated people should continue with mask wearing. Charbarneau reports that a survey was sent to all employees asking opinions on what the mask policy should be moving forward. Based on survey suggestions and the updated CDC recommendations, Conlon recommends following the new CDC recommendation. Conlon feels for non-vaccinated employees, if they can maintain a six-foot distance from others or are in their workspace alone, they should not need to wear masks. Charbarneau says she has received guidance from the WCA (Wisconsin Counties Association) and the county is able to ask an employee if they have been vaccinated for purpose of following policy but cannot share the response with other employees due to HIPAA. Charbarneau provided an updated draft masking policy with the recommendations suggested; discussion held. Behrle notes that the state courts are still requiring masks but a local request has been made to change this policy to give counties discretion within their own courts. Discussion held on updated signage for doors with the Committee agreeing to post new signage based on the new policy, but allowing departments to have stricter signage on their doors for the public if needed. Fried suggests changing the word “follow” to “monitor” in the first paragraph; discussion held. Motion by Fried to approve the updated masking policy, but amending the word “follow” to “monitor”, and keeping all other wording in place. Second by Holewinski. All Committee members voting ‘Aye’. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Cushing to go into closed session pursuant to section 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data (Topic: Personnel issue – investigation and grievance); and 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved; and 19.85 (1)(e) for purposes of deliberating the County’s position in a matter relating to collective bargaining under subch. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. (Topic: Deputy Association Bargaining).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:32 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg, Smigielski, Ingram, Keelin, Johnson, Keckeisen, G. Hartman, Hebein and Barbour.

RETURN TO OPEN SESSION

Motion by Holewinski, second by Cushing to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 3:16 p.m.

No motions were made in closed session or upon return to open session.

PUBLIC COMMENTS

No attendees present on Zoom or in the County Board Room.

FUTURE AGENDA TOPICS

COVID-19 Masking Requirement review

FUTURE MEETING DATES

June 9, 2021 at 10:30 a.m.

June 16, 2021 at 9:00 a.m.

June 23, 2021 at 10:30 a.m.

July 7, 2021 at 9:00 a.m.

July 21, 2021 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 3:18 p.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

July 7, 2021
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

July 7, 2021
Date