

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
June 8, 2022 1:00 p.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); Mary Rideout (Social Services); Chad Lynch (Corporation Counsel); Grady Hartman (Sheriff's Office); Steven Schreier (County Board); Kelly Holm (Lakeland Times)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 1:00 p.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 Thome. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Winkler to approve the minutes of May 18th. Second by Thome. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau presented the bills and vouchers, noting nothing out of the ordinary and all items are within budget. Motion by Winkler to approve the bills and vouchers as presented. Second by Harris. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

At the request of Holm, introductions of attendees were made. No other comments made by attendees in the room or on Zoom.

RECLASSIFICATION REQUEST – DEPT. OF SOCIAL SERVICES CLERICAL SUPPORT

Rideout is requesting a reclassification of her Clerical Support Staff, stating the position doesn't just type anymore but does many higher level tasks including assisting Social Workers with phone calls and foster care visits, scheduling appointments and other tasks. Rideout is wanting the reclassification both to retain current employees and to help with recruiting in the future. Rideout states the job description has now been updated and is requesting the position be moved from Grade F to Grade G. Rideout says the fiscal impact for the remainder of 2022 is \$3,824.80, which the department will try to find in their current budget but is not for sure due to the uncertainty of out-of-home costs. Discussion held; Committee feels the request is appropriate. Motion by Winkler to approve the reclassification of the Clerical Support positions from Grade F to G. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

RESOLUTION: DSS CLERICAL SUPPORT II TO ADMINISTRATIVE SUPPORT

Brief discussion held. Motion by Thome to approve and forward onto the County Board as a consent agenda item. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

MENTAL HEALTH FIRST AID AND NATIONAL COUNTIES ASSOCIATION (NACO)

Charbarneau states she received information from Schreier regarding potential training available through a contractor with NACO (National Counties Organization) regarding mental health wellness. The training can be geared towards supervisors and/or all staff. Charbarneau discussed the previous conversations about the county restarting the EAP (Employee Assistance Program) and says she has reached out to the county's benefit consultant to see if this type of training may be included with a paid EAP. Winkler asked how the county would know if investments in mental health are making a difference. Charbarneau says it is hard to tell due to the program being bound by confidentiality but noted that the EAP previously in place was not utilized much. Schreier made comments on the importance of mental health services.

CORRECTION OFFICER WAGE SCHEDULE

Hartman discussed the recruitment issues Oneida County is facing for Corrections Officer positions. Hartman looked into making the Corrections Officer position protected but Corporation Counsel's research found that this change wouldn't be legal based on the current situation. Hartman discussed the six current vacancies, which were caused for various reasons including promotion and finding better paying employment. Despite the extensive advertising efforts, the county has received few qualified applicants. Hartman says other counties are having the same issues and have been forced to raise wages to battle the issue. Hartman also discussed the massive amounts of overtime needed to cover the vacancies and the potential burnout of the current staff. Based on this information, Hartman is proposing hiring new staff at Step 6/CP (Control Point), and current staff below Step 6 would be brought up to Step 6. In addition, staff would receive annual step increases rather than every-other-year increases like they do now once they've reached the CP. Hartman wants to continue working with the wage schedule to find other solutions to the hiring and retaining issues. Hartman notes that this request has already been approved by his Committee of Jurisdiction. Motion by Thome to increase the Correction Officers and Corrections Sergeants below Control Point up to the Step 6 wage, and employees above the Control Point would start to get a performance increase every year moving forward, all beginning the first of the next payroll. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Winkler, second by Thome 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 and Non-Exempt-Hourly Compensation).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 1:28 p.m.

Staff present in closed session: Charbarneau, Lueneburg, Lynch and Smigielski

RETURN TO OPEN SESSION

Motion by Harris, second by Winkler to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 1:31 p.m.

Cushing reports in closed session, an update was given on the topic and no decisions were made.

PUBLIC COMMENTS

No comments made by attendees in the room or on Zoom.

FUTURE MEETING DATES

June 22, 2022 at 11:00 a.m.

July 6, 2022 at 9:00 a.m.

July 20, 2022 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 1:34 p.m.

Ted Cushing, LRES Committee Chairman

Date

Jenni Lueneburg, Committee Secretary

Date

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