

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
June 9, 2021 10:30 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); Mary Rideout (Social Services); Michael Fugle (Corporation Counsel)

CALL TO ORDER AND CHAIRMAN’S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:30 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 Holewinski to approve today’s agenda. Second by Paszak. All Committee members present voting ‘Aye’. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau presented the bills and vouchers in the amount of \$6,165.21. Motion by Holewinski to approve the bills and vouchers. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No comments made by attendees on Zoom or in the County Board Room.

SOCIAL WORK SUPERVISOR COMPRESSION ISSUE

Charbarneau discussed the compression issues between the Social Work Supervisors and Social Workers within DSS (Department of Social Services), and the difficulties this causes with recruiting and retaining Supervisors. Charbarneau says similar situations have occurred in other departments when staff get wages based on working a 40-hour workweek and Exempt employee’s salaries are only based on a 37.5-hour workweek. Rideout discussed new federal legislation coming into effect for the Families First Program, which aims to keep children in their homes if possible rather than placing them in Foster care. Rideout says this has always been a goal of her department but the federal government is now catching up with programs to support this important concept. Rideout says since 2019, the DSS has taken an active look at ideas and plans for providing services while safely keeping children in their homes in order to reduce out-of-home placement costs. Rideout would like to create a Lead Social Worker position that would provide additional services to new and existing Social Workers to ease the stressors of high caseloads but if created, the position would add to the current compression issues. Discussion held on the handout provided showing annual pay for the Social Workers and Supervisors, further illustrating the compression issues. Charbarneau notes that the wage study previously done confirmed that Social Workers and the Supervisors are in the correct Grade Level but this still does not solve the compression issues. Rideout would like to recommend moving the two Social Work Supervisors to a 40 hour/week salary (Grade M1) which will increase their salary but still keep them in the correct Grade Level. Rideout confirmed that the Supervisors already work more than 40 hours per week so this would be paying them for the hours they have already been working. Charbarneau provided a fiscal impact to move the two Supervisors to the Grade M1 schedule at the next highest step that afforded them an increase in order to minimize the fiscal impact of the change. Rideout notes that her budget funding is constantly changing but based on the current budget, this increase would be covered by a mix of grant funds and tax levy. Rideout says this request has already been approved by her Committee of Jurisdiction. Discussion held with Committee agreeing to approve sending a resolution to County Board for the proposed change.

RESOLUTION: SOLID WASTE SCALE OPERATOR

Charbarneau says this resolution was previously approved by this Committee to create a Scale Operator position at Solid Waste. Motion by Cushing to approve the Solid Waste Scale Operator Resolution and forward onto County Board. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

RESOLUTION: VICTIM WITNESS COORDINATOR

Charbarneau presented the resolution previously approved by this Committee to move the Victim Witness Coordinator position from 1,170 to 1,200 annual hours, making the position eligible for Wisconsin Retirement System benefits. Motion by Hintz to approve the Victim Witness Coordinator Resolution as a consent item and forward onto County Board. Second by Cushing. All Committee members voting ‘Aye’. Motion carried.

RESOLUTION: LEAD ADRC SPECIALIST

Rideout says previously when the ADRC and Social Services were combined, a Social Worker position was eliminated and they had discussed making one ADRC Specialist a Lead position to provide backup to Social Workers and make up for the lost position. Rideout notes that the Lead would have to be a Certified Social Worker for the position. Rideout says this has now been happening so she wants to bring the position via Resolution to the County Board to make it official. The job description is done and no additional tax levy would be needed to cover the additional cost since the position is covered by ADRC grant funding. Brief discussion held. Motion by Cushing to approve the Lead ADRC Specialist Resolution and forward onto the County Board for further review. Second by Fried. All Committee members voting ‘Aye’. Motion carried.

RESOLUTION: SOCIAL WORK SUPERVISOR

Charbarneau presented the resolution for the Social Work Supervisor agenda item. Motion by Holewinski to approve moving the Social Work Supervisor to the Grade M1 Exempt wage schedule and forward the Resolution onto the County Board. Second by Hintz. All Committee members voting ‘Aye’. Motion carried.

EMPLOYEE HANDBOOK – ECONOMIC SUPPORT WORKER LEAD PAY

Rideout discussed the Income Maintenance Consortium that Oneida County is a part of along with Langlade, Marathon and Portage Counties. Each county in the consortium has their own employees but all four counties work together to accomplish tasks and provide coverage. The other three counties in the consortium have a Lead Economic Support worker that deals with issues, does quality control checks on cases and corrects errors found to make sure they are in compliance and full funding is received. The other three counties have now requested that Oneida County create a Lead position in order to assist in these duties. Rideout says Leads also meet to discuss policy and procedure and find ways to ensure such policies and procedures are followed by workers. Rideout is requesting to create a Lead position and offer a \$1 per hour increase for the position, rather than placing the position in a different grade level. Charbarneau says if approved, wording would be added to the Employee Handbook regarding the added pay. Motion by Holewinski to approve adding the \$1 per hour pay to the Employee Handbook for the Economic Support Lead position as presented. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Hintz 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 – grievance); 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.

CLOSED SESSION (continued)

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); and 19.85 (1)(c) for purposes considering employment, promotion, compensation or performance evaluation data of any public employee (Corporation Counsel).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 11:07 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg and Fugle

RETURN TO OPEN SESSION

Motion by Holewinski, second by Hintz to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 11:27 a.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

None

FUTURE MEETING DATES

- 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 22, 2021 at 10:00 a.m. (updated)

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:30 a.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

July 22, 2021
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

July 22, 2021
Date