

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
June 22, 2022 11:00 a.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); Grady Hartman, Jill Butzlaff (Sheriff's Office); Alex Hegeman (Highway); Lindsey Kennedy (Buildings & Grounds); Tracy Hartman (County Clerk); Sara Chiamulera (Land Information); Steven Schreier (County Board); Kelly Holm (Lakeland Times)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 11:00 a.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.

Introductions were made at the request of Holm.

APPROVAL OF MINUTES

Motion made by Winkler to accept the minutes of May 13th. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

None presented.

PUBLIC COMMENTS

No comments made by the public on Zoom or in the Committee Room.

FAMILY ADVANTAGE PLAN – HEALTH INSURANCE OPTION

Charbarneau says a Committee was put together to look over the current health plans and ways to improve the plan designs and costs. Charbarneau says one of the options the committee has agreed to consider is the Family Advantage Plan which, in the event an employee currently enrolled on the health plan chooses to waive the health plan for the coming year, the county would cover all out of pocket costs on their other plan, plus \$50 per month per person toward the premium on their new health plan. Charbarneau has worked with Jacob Syndergaard from Cottingham & Butler to determine if this is a viable option, and Syndergaard feels there could be some big cost savings by offering this option in a future plan year. Charbarneau clarified that an employee would have to be on the 2022 health plan in order to enroll on the Family Advantage Plan for 2023 and employees need to be employed by the county for a year in order to be eligible. In-depth discussion held. Smigielski asked about tax implications and which plan administer the county would use to process claims. Charbarneau says she has more details to gather but wanted to first talk with the Committee before moving forward. The Committee was interested in pursuing the option and directed Charbarneau to gather more information for the next meeting.

RECRUITMENT AND COMPENSATION

Lueneburg discussed the three reports provided to the Committee. The first report titled "Current Vacancies" listed the current 23 vacant full-time and part-time positions in the county, along with the number of days the positions had been vacant, which ranged from 5 days to 221 days. The second report titled "2021-2022 Completed Recruitment Statics", showed recruitments that had been completed, the advertising costs, how many applications received and if a hire was made. The third report was titled "2022 New Hire Starting Wages" and listed positions hired so far in 2022 and the step the new hire was started in. Lueneburg noted that there have been several job offers that have fallen through due to not being able to start the applicant at the wage they needed along with difficulties in finding housing. Lueneburg also noted that trying to find the skills and certifications needed for certain positions has been difficult such as applicants with a CDL (Commercial Driver's Licenses). Winkler commented on the need to cut non-mandated services in order to be able to afford to fill the positions for mandated services. Holewinski says the County Board will need to look at the efficiency study done a while back to determine what those non-mandated services are. Cushing notes that the Highway Department will be bringing forward some ideas to rearrange positions and the wage schedule in order to be able to fill vacancies, retain current employees and be able to provide the requires services. Schreier suggested looking at four day work weeks and work from home options as an alternative to recruiting and retaining staff. Discussion held on the need to for exit interviews in order to identify issues that are causing people to quit. The Committee directed Charbarneau to put together a short exit-interview template for the next meeting.

CLOSED SESSION

Motion by Holewinski, 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 considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data. (Topics: Highway Foreperson Compensation, Investigation of Public employee/complaint)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 11:53 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Fugle, Schreier and Hegeman

RETURN TO OPEN SESSION

Motion by Thome, 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 12:02 p.m.

Cushing reports that no decisions were made in closed session.

Motion by Harris to move the Highway Foreman from Step 6 to Step 8 effective the beginning of the next payroll. Second by Holewinski. Roll call vote taken with all voting in the affirmative. Motion carried.

PUBLIC COMMENTS

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

LRES Committee meeting
June 22, 2022

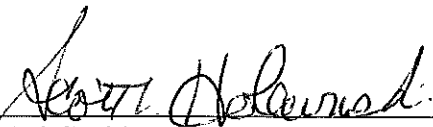
FUTURE MEETING DATES

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 12:05 p.m.



Fed Cushing, LRES Committee Chairman
Vice

7/6/22

Date



Jenni Lueneburg, Committee Secretary

7/6/22

Date