

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**June 24, 2020, 9:30 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); Darcy Smith (Finance); Grady Hartman, Dave Seefeldt, Bob Hebein, Anton Keelin (Sheriff); Miles Alexander (UW-Extension); Joel Gottsacker (ADRC); Bill Freudenberg (public)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:30 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 AGENDA**

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

**APPROVAL OF MINUTES**

Motion by Hintz to approve the minutes from May 6<sup>th</sup> and June 10<sup>th</sup>. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**PUBLIC HEALTH 2020 STAFFING REQUESTS**

Charbarneau reports that Public Health is requesting one LTE Community Health Specialist position for the remainder of 2020, which would be all grant funded for AODA and Tobacco programs. Charbarneau also discussed Public Health's request for two Contact Tracing positions for the remainder of 2020, to assist with mandated duties during the COVID-19 crisis. Discussion held on both positions. Motion by Paszak to approve the Community Health Specialist and Contact Tracing LTE staffing requests for 2020 with no tax levy funds needed. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

**2021 STAFFING REQUESTS**

Charbarneau discussed 2021 staffing requests and fiscal impact statements. Charbarneau notes that the Committee previously decided to not review the positions that are annual requests unless there were big changes or new requests. Charbarneau discussed the new requests for Public Health and Solid Waste, noting that both requests will require no tax levy funds due to being funded by grants and fees. Discussion held. Fried would like to pull the Solid Waste, Treasurer, and UW-Extension positions to discuss further. Motion by Fried to approve the 2021 Staffing LTE requests as presented with the exception of the Treasurer LTE Account Clerk, UW-Extension LTE Program Assistant, UW-Extension LTE Fair Secretary and UW-Extension LTE Fair Treasurer, Solid Waste LTE Scale Assistant and Solid Waste LTE Yard Worker not to be authorized at this time and discussed at a future meeting. Second by Cushing. Fried discussed the COVID-19 closures and the better understanding it provided on what county operations are needed and what county operations are not required. Fried feels each department should be asked to assess what was needed and what could be done without during the closures in considering staffing needs for the coming years. Fried discussed the difficult budget season ahead and the need to find cost savings and efficiencies wherever possible. Cushing recommends Committees submitting reports on what the closures revealed regarding services and what services can be done without in the coming year. Fried notes that the UW-Extension positions should be reviewed for affordability in the 2021 budget. Holewinski agreed with Fried's comments. Alexander provided details on the upcoming UW-Extension move to Nicolet College that is in the process of being finalized. Discussion held with the Committee agreeing to discuss the pulled positions at the next meeting. All Committee members present voting 'Aye' on motion. Motion carried.

### **COVID-19 PLAN UPDATES**

- **TRAVEL:** Charbarneau discussed the COVID-19 travel policy that was put into place during the emergency declaration, barring all business travel. At that time, the Public Health Director was given the ability to relax that policy based on individual circumstances. Department Heads are now inquiring if the same policy still applies. Fried feels the policy should remain in place. Charbarneau notes that the Public Health Director is extremely busy right now and the requests just add to her workload. Discussion held. Motion by Fried to allow the Human Resources Director to work with the Public Health Director in reviewing business travel requests by staff. Second by Paszak. All Committee members voting 'Aye'. Motion carried.
- **USE OF MASKS:** Charbarneau discussed the current policy in place requiring staff to wear masks in public areas and when social distancing isn't an option in offices. Staff are now requesting to change the policy, requiring that masks only be worn when the public is present. Charbarneau discussed the importance of masks to protect others, and feels county employees wearing masks shows the public that we care. Charbarneau feels the policy should remain in place; Fried agreed. Discussion held, with the Committee agreeing to make no changes to the mask policy at this time.

### **CLOSED SESSION**

Motion by Cushing, second by Hintz to go into closed session pursuant to Wisconsin Statutes Sec. 19.85(1)(e) for deliberating or negotiating the purchase of public properties, the investing of public funds or conducting other specified public business whenever competitive or bargaining reasons require a closed session (Topic: Deputy Association Bargaining) and Wisconsin Statutes Sec. 19.85 (1)(f) for 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: Americans With Disabilities Act requests and Social Worker Leave of Absence request)

Roll call vote taken; all voting in the affirmative. Motion carried. Committee went into closed session at 9:56 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Hartman, Seefeldt, Hebein and Keelin

### **RETURN TO OPEN SESSION**

Motion by Cushing, second by Fried to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:49 a.m.

No action was taken in closed session. Based on closed session discussion, the following motion was made:

Motion by Cushing to approve the Social Worker Leave of Absence request until the July 23, 2020 LRES Committee meeting. Second by Holewinski. Roll call vote taken with all voting in the affirmative. Motion carried.

### **FUTURE MEETING DATES**

July 8, 2020 at 9:00 a.m.

July 23, 2020 at 10:00 a.m.

### **FUTURE AGENDA TOPICS**

UW Extension contract and move

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 10:50 a.m.

/s/Ted Cushing  
Ted Cushing, Chairman

07-09-2020  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

07-09-2020  
Date