

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
July 23, 2020, 10:00 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); Grady Hartman, Anton Keelin, Bob Hebein, Dave Seefeldt (Sheriff's Office); Mary Rideout (Social Services); Linda Conlon (Public Health) via Zoom

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 AGENDA

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

APPROVAL OF MINUTES

Motion by Fried to approve the minutes of July 8th. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comment

VOUCHERS, REPORTS AND BILLS

Charbarneau presented the bills and vouchers to Committee for review, noting that all items are standard and within budget. Motion by Hintz to approve the bills and vouchers as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

GIS SPECIALIST/ADDRESSING COORD: CARLSON-DETTMANN PLACEMENT/RESOLUTION

Charbarneau discussed the results of the Carlson Dettmann review of the Land Information positions, based on the newly approved structure for the department. Carlson Dettmann's review of the Geospatial Analyst position (formerly GIS Specialist) determined that the position is correctly placed in the Non-Exempt Grade I schedule. For the newly created GIS Specialist/Addressing Coordinator position, Carlson Dettmann determined that the position should be placed at Grade H. Charbarneau discussed a resolution to eliminate the Property Description Technician and create the GIS Specialist/Addressing Coordinator position at Grade H, effective August 22, 2020. Charbarneau says the resolution and Carlson Dettmann findings were discussed with Romportl before the meeting. Brief discussion. Motion by Hintz to move forward with the resolution to the County Board for their consideration. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

EMPLOYEE HANDBOOK

- **PAGER PAY:** Charbarneau says after implementation of Public Health's pager pay policy, Finance had concerns and is requesting clarification. Charbarneau proposes adding language to the current policy, giving Public Health employees the ability to be placed on call out of holidays and weekends. Charbarneau says this is primarily due to the extra workloads placed on Public Health due to the COVID-19 pandemic and the policy will be reviewed in March 2021. Conlon isn't requesting extra funding, just a modification to the policy, allowing flexibility during the pandemic. Motion by Cushing to accept the Public Health pager pay policy as presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.
- **HEALTH INSURANCE AT RETIREMENT:** Charbarneau says based on previous Committee discussions with Sheriff Hartman, Charbarneau will be changing the age protected employees are eligible for the retiree health plan to age 50, and changing language moving forward, that employees eligible for the retiree health plan will be covered by the county on the lowest cost single plan, with the employee paying the difference if a higher cost plan is selected. Charbarneau notes she is also adding clarification to the plan that an employee is eligible for up to 7 years coverage but not to exceed age 65, and language regarding the HRA payments in lieu of coverage. Motion by Holewinski to approve the benefits at retirement that were presented at today's meeting. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

HEALTH INSURANCE SUBCOMMITTEE

Charbarneau discussed the letter from Sheriff Hartman regarding a request to form a Health Insurance Subcommittee to discuss the coming year benefits. Charbarneau says if this Committee approves forming this Subcommittee, it would then need to go to the County Board before moving forward. Per the Sheriff's proposal, the Subcommittee would consist of Supervisor Billy Fried, County Board Chair Dave Hintz, County Clerk Tracy Hartman, Finance Director Darcy Smith, Human Resources Director Lisa Charbarneau, Public Health Director Linda Conlon and Sheriff's Office Support Services Lead Erin Bjorkman. The Subcommittee would work with the consultant currently bidding different health plans for the coming year. Discussion held regarding the potential new ideas the Subcommittee could bring forward when looking at the 2021 Health Plan. Motion by Holewinski to create the Subcommittee as presented by Sheriff Hartman. Second by Paszak. All Committee members voting 'Aye'. Motion carried. Charbarneau says she will forward a resolution onto County Board along with the fiscal impact statement.

CLOSED SESSION

Motion by Holewinski, second by Paszak to go into closed session pursuant to Wisconsin Statutes Sec. 19.85(1) (c) considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (Topic: Telecommunicator Compensation); and Wisconsin Statutes Sec. 19.85(1) (e) 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) 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 (Topics: ADA Requests and Highway Department Medical Leave).

Roll call vote taken; all voting in the affirmative. Motion carried. Committee went into closed session at 10:20 a.m.

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

RETURN TO OPEN SESSION

Motion by Holewinski, second by Paszak to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:40 a.m.

No actions or decision made in closed session. In open session, the following motions were made:

Motion by Cushing to extend the unpaid Leave of Absence to the Social Worker to August 5th. Second by Fried. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing to hire the E911 Telecommunicator at Step 1 through the training period, then to Step 8 and to start PTO at a year 10 employee level. Second by Holewinski. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing to approve the Letter of Agreement between the Sheriff's Union and Oneida County. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

LIMITED TERM EMPLOYEE REQUEST – HIGHWAY

No discussion held.

FUTURE MEETING DATES

August 5, 2020 at 9:00 a.m.

August 20, 2020 at 11:00 a.m.

FUTURE AGENDA TOPICS

UW-Extension move

Social Services/ADRC Alliance

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:45 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

08-05-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

08-05-2020
Date