

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
August 10, 2022 10:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Scott Holewinski/Vice-Chairman, Bob Thome, Diana Harris; Jim Winkler via Zoom

LRES COMMITTEE MEMBERS ABSENT: Ted Cushing (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Alex Hegeman (Highway); Linda Conlon (Public Health); Grady Hartman (Sheriff); Steven Schreier (County Board); Kelly Holm (Lakeland Times)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Vice Chairman Holewinski called the LRES Committee to order at 9:00 a.m. in Committee Room #2 of the Oneida County Courthouse. Holewinski notes that he will be running the meeting in the absence of Chairman Cushing. 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 Harris to approve the amended agenda and allow the Vice Chairman to go out of order of topics as needed. Second by Winkler. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Winkler noted changes for the July 20th minutes presented. Motion by Winkler to approve the minutes of June 8, 2022. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Motion by Holewinski to approve the bills and vouchers. Second by Harris. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments from attendees in the Conference Room or on Zoom.

HIGHWAY DEPARTMENT STAFF COMPENSATION

Based on previous discussions held to potentially adjust the compensation for Highway Department positions, Smigielski presented financial information for the department. Charbarneau presented two options for consideration that would change grade levels and add flat dollar amounts to some position's hourly wages in order to help with recruitment and retention issues, plus reduce the number of LTE positions from twelve to four in order to help cover some of the other compensation increases. Winkler voiced concerns about increasing wages, noting practices in private sector, and feels that people don't want to come back to work due to stimulus funds. Lueneburg noted that hiring difficulties were occurring before the pandemic and stimulus funds started. Further discussion held, clarifying the two options presented by Charbarneau. Hegeman discussed the proposal to move both Equipment Operators and Mechanic Equipment Operators to Grade H since both positions frequently perform the same level duties. Hegeman notes the extra funds needed for the proposed wage increases would come from state funding, not tax levy. Holewinski asked for additional information and moved the topic to the next meeting.

PUBLIC HEALTH DEPARTMENT RESTRUCTURE

Conlon reports that her Assistant Director has accepted a different job. Based on this change, Conlon is looking at a reorganization of her management structure from a Director and Assistant Director to Director, Public Health Supervisor and Community Health Supervisor. Under the current structure, the Assistant Director is supervising 26 staff, which is not efficient or effective. Conlon feels this new proposed structure will provide more effective leadership without too much additional cost. Conlon notes that the Community Health Supervisor position would still do 50% programming and the new leadership succession would be Director, Public Health Supervisor and Community Health Supervisor. Schreier feels this proposed change would allow for better leadership, provide more backup as staffing changes occur and spreads out workloads. Conlon notes that she plans to retire in the future and this will hopefully work towards providing a succession plan for smooth transitions. Schreier discussed the department's ability to react to funding changes based on the amount of LTE staff.

CLOSED SESSION

Motion by Thome, second by Harris 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 (Topics: Lead Technical Support, Technical Support and Sergeant Compensation) and section 19.85(1)(f) 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 (Topic: Staff Complaint).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:14 a.m.

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

RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION

Motion by Holewinski, second by Harris to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:27 a.m.

Holewinski reports that no actions were taken in closed session. Upon return to open session:

Motion by Holewinski to approve the Technical Support position at Grade G, Step 4 and starting at Year 1 for PTO purposes. Second by Thome. Roll call vote taken with all Committee members voting 'Aye'. Motion carried.

Motion by Thome to approve the Lead Technical Support at Grade I, Step 9 and starting at Year 17 for PTO accumulating purposes. Second by Harris. Roll call vote taken with all Committee members voting 'Aye'. Motion carried.

RESOLUTION: PUBLIC HEALTH RESTRUCTURE

Motion by Harris to approve the Public Health Resolution and forward onto County Board for further review. Second by Thome. Roll call vote taken with all voting in the affirmative. Motion carried.

RESOLUTION: HIGHWAY DEPARTMENT STAFF COMPENSATION

Topic moved to next meeting.

RESOLUTION: LEAD TECHNICAL TECHNICAL SUPPORT COMPENSATION

Motion by Holewinski to approve the Lead Technical Support Compensation resolution as presented and forward onto the County Board. Second by Thome. Roll call vote taken with all voting in the affirmative. Motion carried.

RESOLUTION: TECHNICAL SUPPORT COMPENSATION

Motion by Thome to approve the resolution for the Technical Support Compensation and forward onto the County Board for further consideration. Second by Harris. Roll call vote taken with all voting in the affirmative. Motion carried.

2023 LRES DEPARTMENT BUDGET

Charbarneau presented the 2023 proposed LRES budget. Previously, departments were told to reduce their 2023 budgets to accommodate moving employees to 2080 annual hours Charbarneau says she will not be able to do that since she already reduced the full-time Employee Services Assistant position in 2021 to 60% during a request to move the other two positions in the office to 2080 annual hours. Charbarneau says at that time, the Committee chose to move the Assistant position to 50% but didn't change the annual hours of the other two positions, saving the county almost \$40,000 in wages in benefit costs. Based on this information, Charbarneau feels the office already found the cost savings in 2021 for this change. Charbarneau also discussed taking some of the underutilized Health Enhancement funds and using them for the new Employee Assistance Program that will be introduced in 2023. Winkler inquired why LRES wasn't planning to cut the hours of the Employee Services Assistant; Charbarneau reiterated that the positions hours had already been cut considerably and cutting the position even further would be a great detriment to the department. Brief discussion held. Motion by Holewinski to approve the proposed 2023 LRES budget as presented and forward onto the Administration Committee for further consideration. Second by Thome. All Committee members voting 'Aye'. Motion carried.

WORKERS COMPENSATION: 2nd QTR REPORT, MOD. FACTOR AND DIVIDENDS

Charbarneau reviewed the 2nd quarter Workers Compensation report from County Mutual, noting the status of claims and overall claims experience. Overall, Oneida County's modification rate is at .79 and any rate below 1.0 will allow for the Workers Compensation carrier to pay a dividend back to the county, reimbursing a portion of the premium paid for the year. Discussion held on how the modification rate is determined, based on the last three years of claims.

LONGEVITY OF INDIVIDUALS HIRED BELOW CONTROL POINT OF WAGE SCHEDULE

Charbarneau provided an updated hiring report that lists all positions hired as of January 2020, and which of those hires have vacated their position since then. Brief discussion held.

EFFICIENCY REPORT UPDATE

Topic moved to next meeting.

TRAVEL REQUEST: DIVERSITY, EQUITY AND INCLUSION MEETING – WESTON

Charbarneau presented a training opportunity through the Wisconsin County Association on the topic of Diversity, Equity and Inclusion, being held on August 25th in Weston, WI. None of the Committee members planned to attend. Schreier noted that he plans to attend.

PUBLIC COMMENTS

No comments from attendees on Zoom; no public present in the Conference Room.

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FUTURE MEETING DATES

August 24, 2022 at 10:30 a.m.
September 8, 2022 at 9:00 a.m.
September 21, 2022 at 9:00 a.m.

ADJOURNMENT

Holewinski announced the adjournment of the LRES Committee meeting at 10:57 a.m.

/s/Scott Holewinski
Scott Holewinski, LRES Committee Vice Chairman

August 24, 2022
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

August 24, 2022
Date