

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
September 15, 2021 9:00 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); Tina Smigielski (Finance); Grady Hartman (Sheriff); Lindsey Kennedy (Buildings & Grounds); Mike Fugle (Corporation Counsel)

ALSO PRESENT VIA ZOOM: Steven Schreier (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:01 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 Paszak to approve today's amended agenda. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Fried to approve the minutes of August 18, 2021 as presented at today's meeting. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau presented the LRES bills and vouchers for hiring, benefit management, consultant, health enhancement and near-site clinic costs. Motion by Holewinski to approve the bills and vouchers as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

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

2022 LRES BUDGET

Charbarneau presented the 2022 LRES budget, noting the only changes from 2021 to 2022 is the reduction of the Employee Services Assistant position from full-time to 60%. Charbarneau says she is not asking for any additional funds and the cost savings for the reduced position is about \$59,000. Discussion held on whether to budget for Oneida County Nearsite Clinic for 2022. Charbarneau reports that \$90,000 was budgeted for the Nearsite Clinic in the 2021 budget and the line item is still within budget as of July 2021 billings. Hintz feels the Nearsite Clinic funds should remain in the 2022 budget for now. Fried feels the Nearsite Clinic should be ended for 2022 due to the costs not providing a significant help in reducing claims and premium costs on the county health plan. Charbarneau feels the amount should remain budgeted for 2022 until the Committee can decide on plan design and premiums for 2022. Hartman provided additional comments, noting that employees would find a bigger benefit to using a telemedicine option. Charbarneau provided a history of the Nearsite Clinic. Discussion was held on whether to keep the funds in the LRES budget or move them to the contingency fund. Motion by Cushing to amend the LRES budget, reducing the LRES budget by \$90,000 for the Nearsite Clinic and moving the funds into contingency. Second by Fried. 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)(c) for purposes considering employment, promotion, compensation or performance evaluation data of any public employee. (Topics: Captain of Emergency Services compensation, Maintenance Technician compensation, Exempt-Salary employee compensation, August 18, 2021 closed session minutes; Human Resources Director Performance Evaluation), 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: Leave of Absence Request)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:29 a.m.

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

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 10:49 a.m.

Upon return to open session, the following motions were made:

Motion by Holewinski to approve the compensation for the Captain of Emergency Services to Grade M1, Step 9 with one extra week of PTO. Second by Paszak. Roll call vote taken with Cushing, Hintz, Holewinski and Paszak voting 'Aye' and Fried voting 'Nay'. Motion carried.

Motion by Holewinski to approve the two Maintenance Technicians, one at Grade I from Step 7 to Step 8, and one at Grade I from Step 3 to Step 4 as an additional step for a performance evaluation. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Cushing to extend the Leave of Absence for the ADRC Specialist 30 more days. Second by Fried. All members voting 'Aye'. Motion carried.

Cushing announced that the Human Resources Director's performance evaluation was moved to the next meeting, and time was spent discussing Exempt-Salary employee compensation. Cushing also notes that a motion was made in closed session to approve the August 18th closed session minutes.

2022 GROUP HEALTH INSURANCE RENEWAL

Charbarneau reports that the Group Health Insurance renewal with Aspirus Health Plan came in at a 4.98% premium increase for 2022. Charbarneau has since requested that consultant Jacob Syndergaard/Cottingham & Butler approach Aspirus Health Plan on a reduced renewal increase. Syndergaard was able to get the renewal increase down to 4%, which will add \$151,000 in total additional costs to the 2022 health plan based on current enrollment numbers. Discussion held. Charbarneau feels the Committee is not ready to approve a plan design and more information is still needed. Committee agrees to discuss the topic further at the September 29th Committee meeting, when more information is available.

2022 DENTAL AND VISION PLAN RENEWALS

Charbarneau notes that the employees cover the entire cost of the vision and dental benefits, with no contributions from the county. Charbarneau is waiting for 2022 dental and vision renewals from the current

2022 DENTAL AND VISION PLAN RENEWALS (continued)

vendors. In addition, the county’s benefit consultant is requesting bids for the 2022 dental and vision plans to see if cost savings are available. Charbarneau will bring more information back to the next Committee meeting.

EMPLOYEE ASSISTANCE PLAN (EAP)

Charbarneau reports that currently the county does not offer an EAP program, which was eliminated years ago due to lack of usage. Charbarneau says based on the current issues employees are facing, an EAP may once again be appropriate. Charbarneau discussed how EAP’s work and the benefits they offer to employees to manage financial, family, and physical/mental health issues. Charbarneau discussed the free online option versus the \$7,000 in-person option. Charbarneau notes that the free EAP would require the county to offer voluntary benefits as part of the deal. Committee agrees to discuss further at the September 29th meeting.

2022 GENERAL EMPLOYEE WAGE INCREASE

Charbarneau reports that the WERC (WI Employment Relations Commission) is projecting a 1.5% CPI-U (Consumer Price Index – Urban) for 2022 wages. Charbarneau notes that the county has generally followed the WERC recommendation when setting a COLA (Cost of Living Adjustment) without going over or under the CPI-U listed. Brief discussion held. Motion by Hintz to include the 1.5% COLA increase into the draft 2022 budget. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

TRAVEL REQUEST

Charbarneau requests approval for Lueneburg to attend the WACPD (WI Association of County Personnel Directors) Conference on October 14-15 in Oshkosh. Discussion held. Motion by Hintz to approve the attendance of Lueneburg at the Training Conference in Oshkosh. Second by Cushing. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No participants in the County Board Room or on Zoom.

FUTURE AGENDA TOPICS

- 2022 Health, Dental and Vision benefits
- 2022 Employee Assistance Program
- Exempt Compensation

FUTURE MEETING DATES

- September 29, 2021 at 11:00 a.m.
- October 13, 2021 at 9:00 a.m.
- October 26, 2021 at 9:00 a.m.

ADJOURNMENT

Fried announced the adjournment of the LRES Committee meeting at 11:07 a.m.

Ted Cushing, LRES Committee Chairman

Date

Jenni Lueneburg, Committee Secretary

Date