

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
September 17, 2020 9:00 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); Darcy Smith (Finance); Dan, Hess, Jill Butzlaff (Sheriff's Office); Joel Gottsacker (ADRC); Bob Thome via Zoom, Russ Fisher, Steven Schreier (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 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 Paszak to approve the agenda for the present meeting. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

Steven Schreier, County Board Supervisor for District 4, wanted to present a comment on behalf of an ADRC Board member regarding agenda item #7 (ADRC/DSS Alliance). The comment is asking the LRES Committee to please end pursuing the Alliance between the two departments now and to have the ADRC continue to provide services without Social Services. The LRES Committee noted the comments.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented the department bills and vouchers for review. Motion by Holewinski to approve the vouchers and bills. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

AFFORDABLE EMPLOYEE HEALTH CARE (AHC) COMMITTEE UPDATE

Hintz says the AHC Committee will be meeting again today. The County Board voted to hire a consultant to help in the bidding process of the 2021 group health plan and the Committee will be talking further with the consultant today. Hintz says the ultimate goal of the consultant and AHC Committee is to keep costs down for both the employees and county, as well as make the health plan easier to navigate for employees. Hintz feels the AHC Committee is making progress and should be able to meet upcoming deadlines.

ADRC/DSS ALLIANCE

Charbarneau says the public hearing was held on September 10, 2020 regarding the proposed ADRC/DSS Alliance and the deadline for written comments is this Friday. Charbarneau notes the public hearing draft minutes included in the agenda packet to Committee members. Charbarneau feels this Committee should hold off on any further decisions regarding this topic until the written comment deadline has passed. Committee agrees to discuss the topic further at the September 30th LRES Committee meeting and Charbarneau will pass along written comments as they are received.

2021 COST OF LIVING ADJUSTMENT (COLA)

Charbarneau has discussed the 2021 COLA with Smith. The January 2021 CPI-U (Consumer Price Index for All Urban Consumers) is 1.56% and would be the basis for all general, non-union 2021 employee increases. Charbarneau says she talked with Sheriff Hartman and they are proposing a 1% COLA increase implemented for January 2021 and 1% COLA increase implemented in July 2021. Smith voiced concerns stating overall this is a 1.5% increase in 2021 but for 2022 wages, this will reflect 2% in total increases. Fried inquired about any further implementations of the rest of the market wage study; discussion held with no further plans to finish implementing the rest of the wage study by this Committee due to cost constraints. Fried feels that the COLA increase is a way for employee to pay for increased expenses such as health coverage so if there are no plans to increase the health coverage costs, Fried feels this Committee needs to consider that when determining a COLA increase. Hintz feels the COLA increase should be added for consideration in the 2021 budget; discussion held. Motion by Cushing to include the 1.56% COLA increase in the 2021 budget. Second by Hintz. Smith says the proposed increase would add \$173,000 to the 2021 budget. Hess notes that the county rounded the COLA down from 2.07% to 2% for 2020 and didn't implement the full market wage study results, so the county really needs to keep the COLA in place so the wage schedule doesn't fall further behind. Discussion held on the county covering the majority of the health insurances increases in the 2020 budget, along with the Carlson-Dettmann implementation and COLA, costing a total of \$800,000 in 2020. Butzlaff commented that the Deputies will be getting a 1% increase in January 2021 and 2% increase in June 2021 so if the COLA ends up being different for regular class employees, you'll have different employees working side-by-side getting very different wages. Smith notes that many of the decisions made in the 2020 budget were driven on what the county could afford. All Committee members voting 'Aye' on motion. Motion carried.

CLOSED SESSION

Motion by Holewinski, second by Fried 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 (Mechanic Compensation) 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. (Topic: ADA Requests)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:17 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg, Fisher, and Schreier

RETURN TO OPEN SESSION

Motion by Holewinski, 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 9:43 a.m. No motions were made in closed session.

Upon return to open session, a motion was made by Holewinski and seconded by Cushing to approve the Highway Mechanic at Grade I, moving from Step 3 to Step 4. Roll call vote taken will all members voting in the affirmative. Motion carried.

FUTURE MEETING DATES

September 30, 2020 at 9:00 a.m.

October 14, 2020 at 9:00 a.m.

October 28, 2020 at 9:00 a.m.

FUTURE AGENDA TOPICS

2021 Employee Benefits

Work from Home Policy

PTO Policy

PUBLIC COMMENTS

No comments made.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:47 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

09/30/2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

09/30/2020
Date