

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
September 18, 2019, 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 (Labor Relations/Employee Services); Darcy Smith (Finance); Paul Fiene (Forestry); Bruce Stefonek, Jeri Cooper (Highway); Amy Mayo (Social Services); Robb Jensen, Bill Freudenberg (County Board); Brian Desmond (Corporation Counsel); Dan Hess, Ken Korten Hof, Jill Butzlaff (Sheriff's Office)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st Floor Conference 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 the amended agenda. Second by Holewinski. All Committee members present voting "Aye". Motion carried.

APPROVE MINUTES

Motion by Hintz to approve the minutes of September 4th. Second by Cushing. All Committee members present voting "Aye". Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented bills and vouchers for Committee review in the amount of \$2,013.96. Charbarneau reports no unusual expenses and all amounts are within budget. Motion by Fried to approve. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

2019 CONTINGENCY BUDGET UPDATE

Smith provided update on the 2019 Contingency Fund. Based on the current year-to-date projections, there is a shortfall in the fund of \$386,360. Smith says unforeseen expenses in the District Attorney's Office, Social Services and Sheriff's Office medical contract, along with shortages in Forestry revenues, are the main reasons for the shortfall. Smith feels that unbudgeted Jail and sales tax revenues could go towards some of the shortfall. Holewinski inquired about the extra \$2 million found by auditors; Smith says those were unused CIP (Capital Improvement Project) funds that are already marked for use on planned projects, and more funds would still be needed to complete those projects. Smith clarified that Sheriff's Office medical contract costs are for inmate medical care, not employee health insurance. Smith says she wants the Committee to be aware of the state of the Contingency Fund and will continue to update the Committee in the future.

LTE (LIMITED TERM EMPLOYEE) FORESTER POSITION UPDATE

Fiene reports that the department has now filled the LTE Forester position, and grant funding is now available to cover the full cost of the LTE.

2020 ONEIDA COUNTY FAIR LTE TREASURER AND LTE SECRETARY STAFFING REQUEST

Charbarneau reports receiving a late request from UW-Extension to continue their LTE Fair Secretary and LTE Fair Treasurer positions for 2020. Discussion held regarding previous proposals to cut the UW-Extension programs but no final decisions have been made at this time. Discussion held, with majority of Committee agreeing to approve the requests at this time. Motion by Cushing to approve the two LTE Fair requests. Second by Paszak. Fried notes that he has withheld his vote on previous UW-Extension and Fair motions and feels the topic should be reviewed further at budget hearings to determine the county's ability to continue these programs. Holewinski feels that regardless if the county cuts funding, the fair will still happen in some shape or form. Vote taken on motion with Cushing, Hintz, Paszak and Holewinski voting "Aye" and Fried voting "Nay". Motion carried.

MECHANIC POSITION MOVE TO GRADE LEVEL J

Charbarneau summarized previous Committee discussions regarding the difficulty of recruiting and retaining Diesel Mechanics at the Highway Shop. Charbarneau and Stefonek are requesting to move the Diesel Mechanic position from Grade I to a newly created Grade Level J on the Non-Exempt wage plan. Charbarneau notes that previously Public Health Nurse positions were reclassified upwards, not due to addition of higher-level duties but because of the difficulties of recruiting and retaining Nurses. The slight increase in wage didn't completely fix the problem, but it did help. This request was reviewed and approved by the Public Works Committee earlier today. Charbarneau notes that a group of employees approached Stefonek this morning, asking why the reclassifications were approved yet the new wage schedule remains unimplemented. Discussion held on the concern. Charbarneau reports that reclassification requests were submitted for several hard-to-fill positions and results came back as not qualifying for a reclassification. Charbarneau notes that implementing the new wage study would help resolve many of these concerns. Jensen provided input on doing the reclassification process once a year rather than on a case-by-case basis and noted that there is confusion on the difference between reclassifications and implementing the new wage schedule. Smith feels that approving this request will cause the position to be overpaid once the new wage study is implemented. Further discussion held. Jensen hopes that once budget hearings are complete in the next month, the new wage schedule implementation process will be decided. Stefonek provided further input on the importance of getting the new wage schedule implemented. Charbarneau discussed the long delay in taking action since the Carlsen Dettmann wage study results were received. Discussion held with the Committee agreeing to discuss this topic further at the next LRES Committee meeting.

2020 HEALTH INSURANCE

Charbarneau reports that the 2020 Health Insurance premiums have increased by 8% due to the increased claims during the 12-month look back period. If no changes were made to the 2020 health plan, the county's portion of the premium would increase by \$275,364. Charbarneau notes that other groups in the plan have experienced increases as well, on average of 17% - 23% so the 8% increase for Oneida County's premiums is actually one of the lower increases for the Group Health Trust. Charbarneau notes that a major contribution to the increase is a rise in Emergency Room visits resulting in an admission to the hospital.

LRES has proposed plan changes to the High Deductible plan to Group Health Trust. Lueneburg summarized the changes, which resulted in a 1% decrease to the High Deductible plan premiums. Changes to the 2020 High Deductible plan include increasing deductibles and max out-of-pocket amounts, and doubling county contributed MERP (Medical Expense Reimbursement Program) funds. Lueneburg reports eliminating the MERP from the 2020 Traditional plan and increasing premiums to cover some or the entire employee and county's portion of the 8% increase. Lueneburg proposed several different employee premium options and the resulting increase/decrease to the county's cost. Lueneburg presented four options and the cost change to the county for the 2020 health plan as follows: Option #1 would result in a \$127,508 increase, Option #2 would result in a \$27,648.35 increase, Option #3 would result in a \$1,414.26 increase and Option #4 would result in a \$24,991.55 decrease. In-depth discussion held. Motion by Hintz to approve Option #3 as presented for 2020 budgeting purposes. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

2019 EXEMPT WAGE SCHEDULES

Charbarneau presented handouts to the Committee, which separated the Exempt wage schedule into three separate schedules, titled Exempt – Hourly, Exempt – Salary, and Exempt – Law Enforcement. Charbarneau feels separating out the schedules will help the Committee and staff to better understand the differences between the three types of Exempt employees. Charbarneau requests that the Committee review the handouts to see if they prefer this new format. Discussion held.

2020 EMPLOYEE WAGES

- **CARLSON DETTMANN IMPLEMENTATION:** Holewinski voiced concerns on both Exempt and Non-Exempt wage schedules, and suggested that the first three steps of each schedule be removed in order to bring the schedules up to market rate. Smith voiced concerns about newly hired employees starting at the same rate as an employee that has been working with the county for 4 years. Charbarneau feels that rather than removing steps, implementing the new wage schedule at the next highest step that affords employees an increase, and employees with at least two years' service would move to a minimum of Step 3 would be the best approach. Further discussion held; no actions taken.
- **COST OF LIVING INCREASE (COLA):** Smith reports that WERC (Wisconsin Employment Relations Commission) is projecting a 2.07 CPI (Consumer Price Index) for January 2020. Discussion held with Hintz proposing that a 2% COLA increase be included in the proposed 2020 budget. Committee agrees.

CLOSED SESSION

Motion by Fried, second by Paszak to go into closed session pursuant to Sec. 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Support Services Lead Compensation, Telecommunicator Lieutenant Compensation, ADRC Director Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 10:26 a.m. Staff present in closed session: Charbarneau, Lueneburg, Hess, Butzlaff, Korten Hof

RETURN TO OPEN SESSION

Motion by Paszak, second by Cushing to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:58 a.m.

No actions or motions were made in closed session. Based on closed session discussion, the following motions were made after returning to open session:

- Motion by Holewinski to approve moving the Telecommunicator Lieutenant to Grade K1, Step 12. Second by Cushing. Roll call vote taken with all Committee members voting in the affirmative. Motion carried.
- Motion by Holewinski to approve the Support Services Lead to Grade I, Step 9, with the additional funding needed for 2019 to come from the Sheriff's Office budget. Second by Paszak. Roll call vote taken with all Committee members voting in the affirmative. Motion carried.

POTENTIAL RESTRUCTURE OF DEPARTMENTS UPDATE

- **SOCIAL SERVICES/HEALTH/ADRC/VETERANS:** Charbarneau says the final report regarding the study being done on Human Services Center should be ready by the end of September. Hintz foresees the study will recommend Oneida County combining their portion of the Human Services Center into Oneida County Social Services. Topic to be discussed at future meeting
- **FORESTRY DEPARTMENT:** Charbarneau reports that Forestry was on the Funding Committee's list of possible departments to restructure. Holewinski feels this is a good time to look at any possible consolidations given the recent retirement of the Forestry Director. Charbarneau notes another vacancy has also occurred in Forestry, leaving them very short staffed. Topic to be discussed further at future meeting.

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FUTURE MEETING DATES

October 2, 2019 at 9:00 a.m.
October 16, 2019 at 9:00 a.m.

FUTURE AGENDA TOPICS

2020 Group Health plan
Funding Opportunities Committee plan development
Mechanic Reclassification

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:02 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

Date