

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
September 29, 2021 11:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried/Vice-Chairman and Scott Holewinski

LRES COMMITTEE MEMBERS ABSENT: Dave Hintz, Sonny Paszak (both excused)

ALSO PRESENT IN PERSON: Lisa Charbarneau, Jenni Lueneburg (LRES); Grady Hartman, Jill Butzlaff (Sheriff); Bill Liebert (County Board)

ALSO PRESENT VIA ZOOM: Tina Smigielski (Finance)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 11:00 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 Holewinski to approve today's agenda. Second by Fried. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Fried to approve the September 15th minutes as presented. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Motion by Holewinski to approve the bills and vouchers as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

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

2022 GROUP HEALTH INSURANCE RENEWAL

Charbarneau reports that the 2022 Aspirus Health Plan renewal has come in at a 4% increase and her attempts to get it lowered further have not been successful. Lueneburg reviewed her handout regarding tentative 2022 health plan premiums, current enrollment numbers, cost savings found in the 2021 health plan design changes and current HSA, HRA and MERP funds provided by the county. A discussion was held on what abilities the county has to raise county contributed HSA amounts in 2022. The Committee agreed for Charbarneau to send a survey to employees to collect information regarding possible changes to the waiver payment and HSA funds for 2022. Fried notes that at the next meeting, he wants to discuss changing the county premium contribution percentages on the Traditional and High Deductible plans, and is hoping for specific recommendations for the 2022 plan design.

2022 DENTAL AND VISION PLAN RENEWALS

Charbarneau reports that LRES is waiting for the 2022 renewal numbers for the dental and vision plans, along with quotes from potential new dental and vision carriers. Charbarneau reminded the Committee that dental and vision premiums are paid in full by the employee so not having the 2022 numbers prior to finalizing the budget is not a problem. More information will be brought to the Committee as it becomes available.

CLOSED SESSION

Motion by Holewinski, second by Fried 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: E911 Lieutenant compensation, Jail Lieutenant compensation, September 15, 2021 closed session minutes, Human Resources Director Performance evaluation).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 11:49 a.m.

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

RETURN TO OPEN SESSION

Motion by Cushing, second by Holewinski to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 12:11 p.m.

Upon return to open session,

- Cushing announced that the closed session minutes from September 15, 2021 were approved.
- Cushing noted that the Human Resources Director evaluation was postponed due to lack of Committee members present.
- Motion by Holewinski to approve the E911 Lieutenant to start at Step 9 and to move the Jail Lieutenant to Step 10 with the ability to move to Step 11 at the next evaluation date based on a good performance evaluation. Second by Cushing. Roll call vote taken with all voting in the affirmative. Motion carried.

PUBLIC COMMENTS

No participants in the County Board Room or on Zoom for comment.

FUTURE AGENDA TOPICS

Exempt Compensation
2022 Benefit Plans

FUTURE MEETING DATES

October 13, 2021 at 9:00 a.m.
October 26, 2021 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 12:15 p.m.

/s/Ted Cushing
Ted Cushing, LRES Committee Chairman

October 13, 2021
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

October 13, 2021
Date