

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
October 16, 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 (LRES); Darcy Smith (Finance); Karl Jennrich (Planning & Zoning); Paul Fiene (Forestry); Mike Romportl, Art Hilgendorf (Land Info.); Luann Brunette (Buildings & Grounds); Jill Butzlaff, Sherri Congleton, Anton Keelin, Elisha Williams (Sheriff's Office); Brenda Behrle (Clerk of Courts); Brian Desmond (Corp Counsel); Mary Rideout (Social Services); Linda Conlon (Public Health); Jason Rhodes (I.T.S); Angela Paddock (Human Services Center); Robb Jensen (County Board); Paul Jensen (public)

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 today. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Fried to approve the minutes of October 2nd as presented in packet. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented the vouchers and bills for Committee review in the amount of \$2,392.90, noting that all bills are normal and within budget. Motion by Fried to authorize the payment of the vouchers and bills presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

2020 HEALTH INSURANCE UPDATE

Charbarneau discussed previous 2020 proposed health insurance information that was sent to employees, noting the increases to premiums and plan design changes. Charbarneau reports that in budget hearings last week, the Administration Committee agreed to route \$286,000 back to the 2020 health plan to cover increases, but didn't note any specifics on how the money was to be allocated to the 2020 plan. Charbarneau provided a handout to the Committee on the new health insurance premiums, based on the county and employees covering their portion of the 8% premium increases and no plan changes. Charbarneau reports that Lueneburg and her will be setting up meetings with staff to discuss the health insurance plan designs and premiums. County health plans are designed to motivate employees to move to the High Deductible plan when possible, based on the cost savings to both the county and employee, but additional risk is taken on by employees selecting the High Deductible plan. Charbarneau explained the difference between the Traditional and High Deductible plans, noting that employees pay more on the front end for the Traditional Plan, but may pay more on the backend for the High Deductible plan, depending on claims the employee and their enrolled dependents incur. Fried recommends LRES holding the employee meetings and returning to the Committee with their findings and recommendations for the 2020 health plan.

Several employees provided comments. Butzlaff notes that it was her understanding at budget hearings that the county would cover both the employee and county portions of the premium increases, and is disappointed with the handout provided with increased employee premiums. Conlon feels pulling a committee together to discuss ideas is important to get employee input on the health plan moving forward. Lueneburg estimates an additional \$33,000 would be needed in order for the county to cover the 2020 employee portion of the 8% premium increases. Charbarneau confirms that she will bring information back to the LRES Committee regarding information gathered at the employee health insurance meetings.

FLEXIBLE SPENDING ACCOUNT (FSA) 2020 MAXIMUM

Charbarneau summarized the FSA plan offered to employees and how funds can be used. Charbarneau notes that the current annual maximum allowed by the county is \$2,500 for medical FSA. For 2020, the IRS has increased the allowable medical FSA maximum to \$2,700 and Charbarneau requests that the county increase the county allowable amount to match the IRS allowable amount for 2020 but cautions the county on the possible increased risk of doing so. Charbarneau discussed employees being able to use the entire medical FSA elected amount, before payroll deductions can be taken, then terminating employment, and the county being unable to recoup the FSA overpayment. Discussion held. Lueneburg notes that unused FSA funds over the \$500 carryover amount are returned to the county, which usually covers any FSA overpayments. Fried clarified the request. Motion by Fried to increase the medical FSA annual allotted amount to \$2,700, to be paid by the employee. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

FUNDING OPPORTUNITIES COMMITTEE UPDATE

HINTZ OVERVIEW/SUMMARY: Hintz reports that the Funding Opportunities Committee will remain in effect until after the November County Board meeting. Many ideas were proposed at the start and several have been pursued. Hintz notes that Economic Development and Human Society budgets were cut but alternative funding ideas are being used to supplement the cuts. Hintz notes that other ideas are still being reviewed and feels that many benefits were gained by the Committee, even though some difficult decisions were made. Hintz notes that overall, he is happy with the results of the Committee, given that the county has arrived at a 2020 budget that is within available funding, plus efficiencies and cost savings were found.

SOCIAL SERVICES/ADRC (AGING DISABILITY RESOURCE CENTER) POTENTIAL MERGER:

Charbarneau notes that Social Services and the ADRC are currently looking at merger possibilities. Administration Committee has funded the ADRC budget for 2020 but merger actions are still being looked at in order to gain efficiencies and eliminate the duplication of services.

FORESTRY DEPARTMENT POTENTIAL MERGER: Charbarneau notes that a meeting was held with department heads from Forestry, Highway, Land Information and Planning & Zoning to determine if any potential merger actions could take place. Charbarneau says based on extensive conversations, there is not enough resources available to effectively merge any of these departments together at this time. Charbarneau says she also met with Interim Forestry Director Paul Fiene individually, and discussed moving Forestry staff to 2080 annual hours and eliminating one of the Forester positions. Charbarneau and Fiene found that making these changes only allowed enough funds to eliminate 50% of a Forester position, which would require moving the other 50% to an LTE or part-time position. Fiene notes that LTE Foresters have been difficult to recruit and retain past one season, and training time and costs were extensive for Forester positions. Eliminating Forester positions could have an effect on the 1.3 million average revenues generated by the Forestry Department, in addition to effecting the creation and maintenance of recreational trails that are experiencing increased usage. Fiene provided information to the Committee on cutting cycles, which will be increasing in the coming years. Fiene also notes that limited staffing is making required county forest road maintenance efforts fall behind. Overall, Fiene feels merging departments and combining positions could be detrimental to the increased work in the Forestry Department. Fried notes that even if departments do not merge, the county should still consider sharing staff when possible during temporary increases in workloads, rather than hiring additional LTE staff. Charbarneau notes that the Forestry Committee plans to offer the Forestry Director position to Fiene and the Assistant Forestry Director position to Eric Rady, leaving Rady's Forester position vacant, along with the other currently vacant Forester position. Additional conversation held on UTV trail widening. Romportl notes that the merger meeting between the four departments was very productive, and he feels that there has already been a lot of ongoing cooperation between the departments in order to save time and resources; Fiene agreed.

FUNDING OPPORTUNITIES COMMITTEE UPDATE (continued)

PAID TIME OFF (PTO), COMP. TIME AND OVERTIME RECOMMENDATIONS: Charbarneau notes that the Administration Committee previously discussed reviewing PTO and compensatory time usage and caps for the future, in order to keep balances reasonable and to save the county money. Fried feels that research should be done first regarding the history of county PTO and comp time policies in order to understand how the county got to this point. Fried feels no further decisions can be made until that information is brought to the Committee for review. Jensen provided comment on the value of PTO and comp. time but feels that the county may need to go to referendum for future year budgets if there is no tax revenue increases allowed in order to cover increasing operating costs. Discussion held on time limit requirements for referendums. Jensen provided input on how referendums worked at the school district. Fried feels the Funding Opportunities Committee has been successful in finding cost saving options that have long-term sustainability, but still feels that a consistent policy needs to be put into effect countywide regarding PTO and comp. time balances. Cushing agrees with Fried but feels that this will be difficult to do given the many difference departments in the county. Butzlaff notes that most of the PTO and comp. time payouts have been from employees covered under union contract. Butzlaff notes that comp. time documented for civilian Sheriff's Office employees was recorded at 1.5 times the hours worked over 37.5 hours per week. Further discussion held with the Committee agreeing to look at the Sheriff's Office comp. time and PTO accrual procedures further during this process.

FUTURE MEETING DATES

October 31, 2019 1:00 p.m.
November 6, 2019 9:00 a.m.
November 20, 2019 9:00 a.m.

FUTURE AGENDA TOPICS

2020 Health Insurance
PTO and Compensatory Time

PUBLIC COMMENTS

Paul Jensen/Rhineland identified himself as a former employee whose position was eliminated with Oneida County. Jensen notes that he is not a disgruntled employee. Jensen thanked those that eliminated his position, which now allows more time for him to bring different topics to the county's attention without being an employee. Jensen discussed his concerns on turnover of county staff, noting that studies show that employees usually leave due to a bad manager. Jensen hopes that the LRES Committee will take the time to review these issues and other issues as he brings them forward.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:16 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

10-31-2019
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

10-31-2019
Date