

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**October 19, 2022 9:00 a.m.**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Bob Thome, Diana Harris and Jim Winkler

**LRES COMMITTEE MEMBERS ABSENT:** Scott Holewinski/Vice-Chairman (excused)

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Chad Lynch (Corporation Counsel); Sara Chiamulera (Land Information); Troy Huber, Lindsey Kennedy (Buildings & Grounds); Jason Rhodes (ITS); Jeri Cooper, Dan Gleason (Highway); Mary Rideout (Social Services); Joel Gottsacker (ADRC); Brenda Behrle (Clerk of Courts); Paul Fiene (Forestry); Jean Meyer (Branch I); Dan Hess, Jill Butzlaff (Sheriff's Office); Lisa Jolin (Solid Waste); Crystal Schaub (Medical Examiner) Tracy Hartman (County Clark); Karl Jennrich (Planning & Zoning)

**ALSO PRESENT VIA ZOOM:** Jacob Syndergaard (Cottingham & Butler); Linda Conlon (Public Health); Steven Schreier, Billy Fried; Linnaea Newman (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 Thome to approve the amended agenda for today's meeting. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Winkler to approve the minutes of September 21<sup>st</sup>. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Brief discussion held. Motion by Winkler to approve the bills and vouchers. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

**PUBLIC COMMENTS**

No comments from participants in the meeting room or on Zoom.

**2023 BUDGET RECOMMENDATIONS – HEALTH INSURANCE RENEWAL**

***OTHER QUOTE AND PLAN DESIGN:*** Previously, the Committee had directed Charbarneau to go out for quotes for the 2023 health plan, based on the 6% renewal increase received by Aspirus Health Plan. Syndergaard reports that bids were only received from two vendors, and both bids were significantly higher than the renewal received from Aspirus Health Plan. Syndergaard notes that Aspirus Health Plan has now reduced the renewal increase to 5% above current premiums. Further discussion held on the high claims cost for the group in 2022, thus the rate increase. Syndergaard discussed the new FAHP (Family Advantage Health Plan) being introduced for 2023 which would help

**2023 BUDGET RECOMMENDATIONS – HEALTH INSURANCE RENEWAL (continued)**

***OTHER QUOTE AND PLAN DESIGN (continued):*** cover premium and out of pocket costs for employees that waived the county health plan and enrolled on a spouse’s employer health plan; discussion held. Syndergaard notes that 14 employees would need to enroll in order for the program to be cost neutral. Motion by Thome to approve the 2023 health plan options as presented. Second by Harris. All Committee members present voting ‘Aye’. Motion carried.

***AFFORDABLE HEALTH CARE ACT (ACA) – PREMIUMS FOR PART-TIME EMPLOYEES:***

Charbarneau states the 2023 budget includes funds to move all remaining Non-Exempt employees from 37.5 to 40 hours per week. For most of the part-time employees, this would change their prorated health insurance premium, making the coverage no longer affordable as required by the ACA. In an effort to stay within the ACA guidelines as well as help in attracting candidates for part-time positions, Charbarneau proposes changing the policy so that any employees working 30 or more hours in a week would pay the same premiums as full-time employees. Harris asked for a cost estimate for this change; Charbarneau says she is unsure of the specific costs but notes that most part-time employees waive the health coverage so the cost increase would be minimal. Motion by Thome that all part-time employees that are eligible for health insurance and work at least 30 hours per week, shall pay the same premium as full-time employees. Second by Harris. Motion carried.

**2023 BUDGET RECOMMENDATIONS – 2023 COST OF LIVING INCREASE**

Cushing notes that this topic will not be discussed at today’s meeting and is being moved to the November 2<sup>nd</sup> meeting when LRES Vice-Chairman Scott Holewinski is present.

**2023 BUDGET RECOMMENDATIONS - NON-EXEMPT POSITIONS FROM 1950 TO 2080 ANNUAL HOURS**

Charbarneau states the 2023 proposed budget includes the funds to move all remaining non-exempt positions from 1950 to 2080 annual hours and will be implemented 01-01-2023.

**2023 BENEFIT CHANGES – ACCRUAL OF PAID TIME OFF BASED ON 8 HOUR DAYS:**

Charbarneau discussed the previous actions of moving various positions to 40 hours per week but PTO (Paid Time Off) benefits were still based on working a 37.5 hour work week. Charbarneau says based on previous discussions, this will be adjusted moving forward in 2023. Smigielski notes that this is a 6.6% increase in PTO for employees but is considered an implicit cost which will not affect the budget but will show as an increased liability on balance sheets due to the potential for increased PTO payouts. Charbarneau clarifies that this change will not be retroactive for any employee moved to 40 hours per week prior to 2023. Motion by Harris to change the PTO accruals to (be based on) 8 hour days beginning January 1, 2023. Second by Cushing. All Committee members present voting ‘Aye’. Motion carried.

**2023 BENEFIT CHANGES – REMOVE PAID TIME OFF ALLOTMENT FOR HOLIDAYS**

Charbarneau discussed the current practice of holding paid holiday hours in PTO (Paid Time Off) banks. This has caused issues when employees do not have enough PTO left to cover end-of-the-year holidays. For 2023, Charbarneau requests to move holidays from PTO banks to a separate leave bank. Charbarneau says this process will be easier for payroll and will avoid paying out remaining year holidays to employees leaving mid-year. Discussion held. Hess asked if this change effected Sheriff’s Office staff; Smigielski says conversations were previously had with the Sheriff on this change. Motion by Cushing to remove the PTO allotments for holidays and bring a more specific plan back to a future meeting. Second by Thome. All Committee members present voting ‘Aye’. Motion carried.

**CLOSED SESSION**

Motion by Winkler, second by Harris for the LRES Committee to go into closed session pursuant to section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Topic: Case 3:22-cv-00460-wmc) 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. (Topics: Leave of Absence Requests)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:58 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Schreier, Lynch, Fried and Newman

**RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION**

Motion by Thome, second by Winkler to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:05 a.m.

Cushing reports in closed session, no motions or decisions were made. Upon return to open session, the following motions were made and approved unanimously by roll call vote:

- Motion by Harris to allow up to 12 weeks of unpaid leave for the Public Health employee. Second by Winkler.
- Motion by Harris to approve an unpaid leave for the Social Services employee and to be reviewed every 30 days. Second by Thome.

**PUBLIC COMMENTS**

No comments from participants in the meeting room or on Zoom.

**FUTURE AGENDA TOPICS**

2023 Cost of Living Adjustment  
Holiday pay removal from PTO banks

**FUTURE MEETING DATES**

November 2, 2022 at 9:00 a.m.  
November 17, 2022 at 1:00 p.m. (tentative)

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 10:09 a.m.

\_\_\_\_\_  
Ted Cushing, Committee Chairman

\_\_\_\_\_  
Date

\_\_\_\_\_  
Jenni Lueneburg, Committee Secretary

\_\_\_\_\_  
Date