

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
October 24, 2023 10:00 a.m.**

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chair, Scott Holewinski, Jim Winkler and Diana Harris

LRES COMMITTEE MEMBERS ABSENT: Robb Jensen

ALSO PRESENT IN PERSON OR VIA ZOOM: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Dan Hess, Amanda Young, Terri Hook, Jill Butzlaff (Sheriff's Office); Jeri Cooper (Highway); Jason Rhodes (ITS); Mary Rideout, Lori Garber (Social Services); Tracy Hartman (County Clerk); Linnaea Newman, Billy Fried (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:00 a.m. in Committee Room #2 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 Winkler to approve today's agenda with topic order to be at the Chairman's discretion. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Winkler to approve the minutes of September 27th as presented. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

INVOICES PAID REPORT AND BUDGET/ACTUAL REPORT

Charbarneau discussed the 2023 year-to-date budget/actual reports for the LRES Office, noting the pre-employment testing line continues to be overspent due to the high amount of recruiting. Charbarneau says there are no other issues with her budget. Discussion held. No motions or decisions made.

PUBLIC COMMENTS

No public present in the Committee Room or on Zoom.

RESOLUTIONS: CREATE TECHNICAL SUPPORT POSITION/SHERIFF'S OFFICE AND 2024 WAGE INCREASE FOR GENERAL MUNICIPAL EMPLOYEES

Charbarneau says at hearings for the 2024 budgets, the Administration Committee did include creating an additional Technical Support/Sheriff's Office position and allowed for a 6.26% COLA (Cost of Living Adjustment) increase for all general municipal employees. Charbarneau has prepared the resolutions for these changes for Committee review. Brief discussion held. Motion by Holewinski to approve the two resolutions discussed and forward them onto the County Board for further consideration. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

2024 HEALTH INSURANCE RENEWAL

Charbarneau says the county received a 9.9% renewal increase for the 2024 county health plan. Previously, the budget accounted for a 9% increase but the additional .9% (about \$40,000 additional cost) was not budgeted for. During the Administration Committee Budget Hearings, the LRES Office was asked to find changes to the health plan in order to cover the unaccounted for additional \$40,000 needed. Based on these directives from the Administration Committee, Charbarneau provided three different options. Charbarneau notes the options already account for the 9.9% increase to the county and employee's premiums. Option 1 keeps the employer/employee contribution rates the same as 2023, thus a \$0 savings found. Option 2 reduces the county's contribution by 2% for the Traditional Plan and 1% for the High Deductible Plan with a savings found of \$44,438. Option 3 reduces the county contribution for just the Traditional Plan by 2.2% with a savings found of \$40,134. Comments made by Hartman, Hess and Butzlaff regarding their concerns on placing the additional county cost on the employees. Fried discussed the reasons LRES was required to find the \$40,000. Fried feels the Administration Committee was very generous with the 2024 Cost of Living Adjustment granted and only asked the LRES Committee to find a very small portion of the county's increase to the health insurance, in which the county will still need to fund an additional \$360,000 for the 2024 health plan increases. Discussion held on the surplus remaining at the end of budget hearings. Cushing notes the main reason for the surplus was due to Administration Committee overestimating revenues for 2024. Holewinski suggests bringing the request to the November 14th County Board meeting for a decision. Charbarneau says this information is needed for open enrollment, which needs to be wrapped up by mid-November, therefore, Charbarneau asks for a decision today, with the understanding that a change could be made at County Board. Motion by Cushing to adopt Option 3 since it's closest to the \$40,000 savings. Discussion held (considered 2nd motion by Chair). Butzlaff provided additional concerns. Roll call vote taken with Harris, Holewinski and Cushing voting 'Aye' and Winkler voting 'Nay'. Motion carried.

VOLUNTARY BENEFITS

Charbarneau requests to allow the Advantage Group to start providing voluntary benefits to Oneida County employees. Charbarneau says previously, these benefits were provided by Boston Mutual but the company hasn't provided good customer service and hasn't followed up with new enrollments and open enrollment activities as previously promised. Charbarneau notes the Advantage Group is endorsed by the WCA and says this group will support the Boston Mutual policies already in place in addition to providing new benefits. Charbarneau notes that this company can provide benefit policies such as critical illness, hospital indemnity, accident and term life insurance to name a few. Charbarneau notes that this would be no cost to the county and employees would pay for any policies elected. Discussion held. Motion by Winkler to approve moving forward with the Advantage Group for voluntary benefits. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

CLOSED SESSION

Motion by Cushing, second by Winkler for the LRES Committee to go into closed session pursuant to 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 and Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee. (Topic: Leave of Absence Request, Economic Support Specialist compensation).

CLOSED SESSION (continued)

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 10:39 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Newman, Rideout and Garber

RETURN TO OPEN SESSION

Motion by Holewinski, 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 10:55 a.m.

Upon return to open session, Cushing reports that no motions or decisions were made in closed session.

Motion by Holewinski to approve the Leave of Absence request for twelve-weeks of medical leave and to allow exceeding the 40-hour maximum comp time cap allowed based on the memorandum of understanding from Social Services submitted on October 24, 2023. Second by Harris. Roll call vote taken with all voting in the affirmative. Motion carried.

PUBLIC COMMENTS

No public present in the Committee Room or on Zoom.

FUTURE AGENDA TOPICS

Any agenda items should be forwarded to Cushing or Charbarneau.

FUTURE MEETING DATES

November 8, 2023 at 9:00 a.m.

November 20, 2023 at 9:00 a.m.

December 6, 2023 at 9:00 a.m.

December 20, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 11:03 a.m.

Ted Cushing, LRES Committee Chairman

Date

Jenni Lueneburg, Committee Secretary

Date