

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**October 31, 2019, 1:00 p.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); Mary Rideout (Social Services); Grady Hartman, Dan Hess, Jill Butzlaff (Sheriff's Office); Tracy Hartman (County Clerk); Dianne Jacobsen, Joel Gottsacker (ADRC); Brian Desmond (Corporation Counsel); Brian Jopek (Lakeland Times)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 1:00 p.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 AMENDED AGENDA**

Motion by Paszak to approve the second amended agenda. Second by Fried. All Committee members voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Holewinski to approve the minutes of October 16<sup>th</sup>. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Charbarneau presented a personal expense voucher, and LRES bills for Committee review, totaling \$1,321.78. Charbarneau notes one of the bills includes missed travel costs from the market study. Motion by Fried to approve the expenses and vouchers as presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**2020 HEALTH INSURANCE UPDATE**

Charbarneau discussed the 2020 group health plan, which reflects an 8% increase in all premiums. Charbarneau says there has been a dispute over the final decision at budget hearings, as to whether the county had agreed to cover their portion of the 8% increase, or the county and employee portion of the increase. Tracy Hartman reviewed tapes of the budget hearings and found that several members of the Administration Committee had agreed to cover all of the 2020 health insurance increase, with zero impact on employees. Charbarneau feels employees need to have "some skin in the game" and share a portion of the increase since premiums are going up due to increased usage of the plan. Hintz clarified that initially, employees covering the full premium increase would have had a major impact on employee paychecks and feels the Administration Committee agreed to cover the county's portion of the increase to reduce the impact, therefore raising employee premiums by only \$5.00 to \$20.00 per month. Fried discussed his understanding of the motion made at budget hearings on the additional funds granted to the health plan, noting that the Administration Committee had noted that the money could be used in a variety of ways to help reduce the burden of health insurance costs on employees. Charbarneau discussed health insurance meetings held with employee representatives from different departments in order to gather information and ideas from employees on the direction the county should take on the health plan. Charbarneau says the group will keep going into 2020 in order to discuss changes for the 2021 health plan. Charbarneau clarified that the county's portion of the 8% increase was \$287,000, which was allocated at budget hearings, and the employee's portion of the 8% increase was about \$32,000, which was not allocated at budget hearings. Charbarneau further described the actions taken at budget hearings. Paszak asked how many plans were being considered; Lueneburg states that several cost options were presented on the seven different plans, which include a cash in-lieu payment for employees waiving the health coverage. Hintz clarified that the draft budget being presented to the County Board will include the county covering their portion of the 8% premium increase and the employees covering their portion of the 8% premium increase. Motion by Cushing that we move forward with this plan as discussed per agenda item five on today's agenda. Second by Paszak. Cushing, Hintz, Holewinski and Paszak vote 'Aye'. Fried votes 'Nay'. Motion carried.

**RESOLUTION: CARLSON DETTMANN IMPLEMENTATION**

Charbarneau discussed the previous LRES Committee decision to implement the market study by moving employees onto the new wage schedule to the next step that affords a minimum of a \$0.15 increase and for employees with at least two years of service in their position, to move to at least a step 3. Charbarneau provided the fiscal impact statement, showing a cost for the proposed implementation at \$312,070, which does not include the additionally proposed 2% cost of living increase. Charbarneau notes that a similar strategy was used in the 2014 wage study implementation except for the minimum of step 3 provision was not included and no cost of living was granted. Hintz clarifies that this cost and implementation is already in the proposed 2020 budget. Holewinski voiced concerns about employees being effected differently in the implementation, with some employees receiving higher increases than other employees do. Charbarneau understands Holewinski's concern but the county is not able to afford the implementation strategy that keeps each employee on their same step. Charbarneau says this was the option the county could afford which would still bring the schedule up to market to aid in recruitment but still provide wage increases to help retain current staff. Holewinski feels the goal of the market study was to be more competitive with other employers and feels the county should gradually implement the schedule by removing the bottom step from the schedule and adding a step to the top of the schedule, each year for the next three years. Holewinski feels employees could than remain at the same steps they are currently at and the implementation would be no cost to the county. Fried provided additional comment. Further discussion held. Tracy Hartman noted that even though the proposed implementation is not the perfect solution, at least it would bring employees closer to their market rate. Cushing agrees that there is not an easy way to implement the study but this option can be afforded by the county and puts a focus on retaining employees. Rideout provided input on the importance of implementing this study, noting that the new wage schedule will still make it difficult to hire Social Workers but will help in retaining current employees, which is much more important. Desmond also provided input on the importance of retaining employees due to the time and cost of training. Holewinski suggests increasing each employee by a standard amount; Charbarneau notes that placing employees on the new schedule in that fashion would pollute the schedule. Motion by Cushing to forward the resolution regarding the Carlson Dettmann implementation to the County Board for their consideration. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**RESOLUTION: 2020 GENERAL INCREASE**

Charbarneau notes that based on the 2.07% CPI (Consumer Price Index) increase, a 2% COLA (cost of living adjustment) increase for all non-represented employees has been proposed for the 2020 budget. Holewinski clarified that the market study implementation would happen first and then the 2% COLA would be added; Charbarneau stated yes. Fried voiced concerns about higher paid employees receiving more in this adjustment and suggests disbursing the amount evenly. Discussion held. Motion by Hintz to forward the 2% COLA increase resolution to the County Board for review. Second by Paszak. Further discussion held. Fried suggests a flat dollar amount for the COLA increase; Charbarneau notes that this will throw the wage schedule off once again. Cushing, Paszak, Hintz and Holewinski voting 'Aye' on motion; Fried voting 'Nay'. Motion carried.

**RESOLUTION: SOCIAL WORKER POSITIONS TO 2080 HOURS**

Rideout notes that there is a substantial increase in the allocation for 2020 Children and Family funding, and would like to use the additional funding to increase services in the department. To do this, Rideout is proposing moving all Social Worker positions from 1950 to 2080 annual work hours. This would include juvenile and adult protection Social Workers but not Social Work Supervisors at this time. Rideout notes that the cost to do this would be \$59,697.00. Rideout feels this will give Social Workers more time to handle increased workloads and will help in recruiting. Rideout notes that this could potentially cause compression issues with supervisors but she does not have the funds to move the supervisors to 2080 annual hours at this time. Rideout says she has talked with the supervisors and they are agreeable to this change. Rideout says she is hoping that increased staff time will help in getting the Out-of-Home Care budget under control, which in turn would then provide funds to move Supervisors and possibly other remaining staff to 2080 annual hours. Overall, Rideout feels this will get the county closer to the goal of getting all staff to 2080 annual hours. Motion by Cushing to forward the resolution, moving Social Workers to 2080 annual hours, onto the County Board. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

**SOCIAL SERVICES/ADRC POTENTIAL MERGER UPDATE**

Charbarneau says Administration Committee has put money into the Contingency Fund in order to allow for further research on a possible merger of Social Services and the ADRC (Aging/Disability Resource Center). Charbarneau notes that the next step will be meetings between the two departments in order to look over fiscals, staff and efficiencies that could be found if the merger moved forward. Hintz notes that a Plan A and Plan B were created. Plan A was to merge the two departments, and Plan B would be to streamline the ADRC. Hintz notes that right now, Plan A appears to be a bigger cost savings but much more research still needs to be done before a decision can be made. Charbarneau estimates a potential cost savings of \$140,000 if a merger can be implemented, which will help in future budget years, given continual increases in costs and very little increase in tax levy to sustain those costs. Further discussion held.

**CBD OIL ADVISORY**

Charbarneau notes that she has received inquiries regarding the county policy on CBD (Cannabidiol) oil usage by employees. Charbarneau says currently, no specific policy is in place besides the current Drug Free Workplace policy. Charbarneau discussed the topic with Corporation Counsel and gathered established policies from other counties. Charbarneau says that she would like to issue an advisory to employees regarding ingesting CBD oil. The advisory would alert employees that in the event they inject CBD oil and end up with a positive drug test, there can be repercussions, regardless of what the CBD oil being used claims to contain or not contain. Charbarneau says since there is already a Drug Free Workplace policy, no additional policy was needed and the alert seemed more appropriate in warning employees on their liability. Brief discussion held with Holewinski asking Charbarneau to clarify what CBD oil is in the advisory. Motion by Holewinski to approve as amended. Second by Fried. All Committee members voting ‘Aye’. Motion carried.

**FUTURE MEETING DATES**

November 13, 2019 at 9:00 a.m.  
December 4, 2019 at 9:00 a.m.  
December 18, 2019 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

PTO and Compensatory Time

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 2:25 p.m.

/s/ Ted Cushing  
Ted Cushing, Chairman

11/13/2019  
Date

/s/ Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

11/13/2019  
Date