

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
November 10, 2021 9:00 a.m.

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

ALSO PRESENT IN PERSON: Lisa Charbarneau, (LRES); Tina Smigielski (Finance); Lisa Jolin (via Zoom/Solid Waste); Karl Jennrich (Planning and Zoning); Andy Kaftan (Corporation Counsel).

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in 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, second by Hintz to approve the agenda for the present meeting. All voting aye, motion carried.

APPROVAL OF MINUTES

Motion by Fried, second by Paszak to approve the minutes of the October 26, 2021 LRES Committee Meeting as presented. All voting aye, motion carried.

APPROVE BILLS AND VOUCHERS

Motion by Holewinski, second by Fried to approve the bills and vouchers as presented. All voting aye, motion carried.

PUBLIC COMMENTS

There was no public present in the committee room or on zoom.

EMPLOYEE HANDBOOK – SOLID WASTE TECHNICIAN POSITION COMPENSATION

Lisa Jolin explained that the Solid Waste Department has had a difficult time hiring people for their Solid Waste Technician position. After discussing the matter with Charbarneau, she presented a request to the Public Works Committee to pay any Solid Waste Technicians that have a valid Commercial Driver's License (CDL) at Grade Level G of the Non-exempt Wage Schedule. Charbarneau added that Grade Level G is where the Equipment Operators are from the Highway Department. Fried added that the County should consider offering paid training for employees in exchange for a mandatory length of service or repayment of the costs of the training. Motion by Paszak, second by Holewinski to approve the Employee Handbook Language stating that Solid Waste Technicians with a CDL will be paid at Grade Level G of the Non-exempt Wage Schedule. All voting aye; motion carried.

COVID-19 POLICY UPDATE

Charbarneau provided an update to the Committee regarding mandatory vaccination. Currently, the Wisconsin Counties Association (WCA) legal counsel is reviewing the information and providing guidance. Charbarneau indicated she will keep the committee and County Board updated regarding any changes.

CLOSED SESSION

Motion by Holewinski, second by Cushing for the LRES Committee to go into closed session pursuant to section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee; 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; and section 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the government body with the respect to litigation in which it is or is likely to become involved. (Topics: Land Use Specialist Performance Compensation; Investigation of public employee complaint)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:20 a.m.

Staff present in closed session: Charbarneau, Smigielski, Karl Jennrich, Andy Kaftan.

RETURN TO OPEN SESSION

Motion by Hintz, 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 10:10 a.m.

No motions were made in closed session. Upon return to open session, the following motion were made:

Motion by Holewinski, second by Cushing to approve a wage increase for a Land Use Specialist from Grade Level I, Step 5 to Grade Level I, step 6 based on performance. All voting aye; motion carried.

PUBLIC COMMENTS

There was no public present in the committee room or on zoom.

FUTURE MEETING DATES

November 23, 2021 at 9:00 a.m. (tentative)
December 7, 2021 at 9:00 a.m.
December 21, 2021 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:12 a.m.

/s/Ted Cushing
Ted Cushing
LRES Committee Chairman

December 7, 2021
Date

/s/Lisa Charbarneau
Lisa Charbarneau
LRES Committee Secretary

December 7, 2021
Date