

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
November 13, 2019, 9:00 a.m.

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

LRES COMMITTEE MEMBERS ABSENT: Billy Fried/Vice-Chairman (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Karl Jennrich (Planning & Zoning)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st Floor Conference 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 the posted meeting. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Holewinski to approve the minutes of October 31st. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented vouchers and bills for Committee review in the amount of \$2,455.75, noting that all expenses are normal and within budget. Motion by Holewinski to approve the bills as presented. Second by Hintz. All Committee members present voting 'Aye'. Motion carried.

HEALTH INSURANCE PREMIUM DEDUCTIONS

Charbarneau reports that currently the employee monthly health insurance premium is taken out of the first paycheck of the month before coverage, rather than splitting the amount between checks like many employers frequently do. Employees are requesting that the premium be split between checks due to premiums continuing to increase, and the financial burden of taking the full amount out of one check each month. Charbarneau agrees that employees would benefit from this change. Brief discussion. Agenda topic moved to future meeting in order for Darcy Smith/Finance Director to be present.

CLOSED SESSION

Motion by Holewinski, second by Paszak to go into closed session pursuant to Sec. 19.85(1)(c) for considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topics: Zoning Technician Compensation; Forestry Account Technician Compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:11 a.m. Staff present in closed session: Charbarneau, Lueneburg, Jennrich

RETURN TO OPEN SESSION

Motion by Holewinski, second by Hintz to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:17 a.m.

RETURN TO OPEN SESSION (continued)

No actions or motions were made in closed session. Based on closed session discussion, the following motions were made after returning to open session:

Motion by Holewinski to approve the Zoning Technician compensation, going from Step 2 to Step 3, Grade I, with the additional money needed for 2019 to come from the department budget. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried.

Motion by Holewinski to approve the Forestry Account Technician to go from Step 4 to Step 5, Grade G. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried.

FOLLOW-UP

- **CARLSON DETTMANN IMPLEMENTATION:** No discussion held.
- **2020 GENERAL WAGE INCREASE:** No discussion held.
- **2020 HEALTH INSURANCE:** No discussion held.
- **SOCIAL SERVICES/ADRC POTENTIAL MERGER UPDATE:** Brief discussion held. Cushing feels that a sub-committee should be formed to further research a potential merger. Discussion held. Motion by Cushing to form a sub-committee to study the Social Services and ADRC potential reorganization with members to include Mary Rideout/Social Services Director, Lisa Charbarneau/Human Resources Director, Tom Kelley/ADRC Committee, Joel Gottsacker/Assistant ADRC Director, Chairman or Vice Chairman of the Social Services Committee and two public community members. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

FUTURE MEETING DATES

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

FUTURE AGENDA TOPICS

PTO Payout, Overtime, Comp. Time
Health Insurance Premium Deductions
Recruitment Process

PUBLIC COMMENTS

None

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:26 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

December 14, 2019
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

December 14, 2019
Date