

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1<sup>st</sup> Floor Conference Room, Oneida County Courthouse**  
**December 4, 2019, 9:00 a.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, Lindsey Kennedy (Labor Relations/Employee Services); Darcy Smith (Finance); Roger Youngren (Transit Commission); Kayla Houp (Lakeland Times); Dan Hess, Jill Butzlaff (Sheriff's Office); Brian Desmond (Corporation Counsel); Art Hilgendorf (LIO)

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

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1<sup>st</sup> 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. Second by Hintz. All Committee members present voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Holewinski to approve the minutes of November 13, 2019. Second by Hintz. All Committee members present voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Lueneburg presented vouchers and bills for Committee review in the amount of \$910.55, noting that all expenses are normal and within budget.

Motion by Holewinski to approve the bills as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

**HEALTH INSURANCE COVERAGE FOR TRANSIT COMMISSION EMPLOYEES**

Lueneburg stated in August the LRES Committee agreed to notify the Transit Commission they would no longer be able to be on the County's health insurance and would need to make other arrangement for coverage starting January 1, 2020. Youngren has looked into alternative coverage options but the Transit Commission is not eligible for a group health insurance plan as only one employee needs coverage for 2020. Lueneburg is asking to allow the Transit employee to stay on the county's health plan for 2020 but to work on securing alternative coverage for 2021. Fried and Smith questioned Youngren if he had reached out to Vilas County in regards to being part of their plan; Youngren stated he has not. Brief discussion held. Lueneburg stated the Transit Commission was not notified until late August and feels that was late in the year to find insurance coverage, Fried and Holewinski disagreed.

Motion by Fried to deny the request for health insurance coverage for Transit Commission employee as presented. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

**COUNTY CODE – CHAPTER 4 PERSONNEL POLICY**

- **4.25 Filling Position Vacancies:** Lueneburg reviewed the current policy and the proposed changes to the language. Cushing stated he does not feel the policy needs to be changed or updated and added it is good for employee moral to promote from within whenever there is a viable candidate. Brief discussion held. Fried stated that he feels the decision to promote from within should be broadened to include input from the Committee of Jurisdiction as well, not just the Human Resources Director and Department Head. Paszak stated the county is very fortunate to have the employees that they do and

feels the policy should not be changed. Hintz stated there is nothing stopping the Human Resources Director and Department Heads from consulting the Committee of Jurisdiction prior to promoting from within.

Consensus of the committee is to leave the policy as is and directed Lueneburg to present updated internal/external recruitment numbers to the committee at a future meeting.

Informational only, no motion made.

### **PAID TIME OFF (PTO) COMPARED TO TRADITIONAL HOLIDAY, SICK LEAVE, VACATION TIME OFF**

Lueneburg gave an overview of the current PTO policy and provided a handout comparing the current PTO policy with the previous traditional time off policy. Hintz questioned what the current trend for PTO policies are within government organizations; Fried and Lueneburg stated the current trend seems to be a straight PTO policy with the elimination of designated holiday, sick leave and vacation time off days. Hess stated that the traditional plan granted the employees more time off hours due to the fact that the current policy eliminated sick leave days and the work days were reduced from 8 hours to 7.5 hours.

Prior to the meeting, Lueneburg and Charbarneau discussed some possible ideas to consider for modifying the current PTO policy based on previous committee discussions which includes:

- Removing closure day pay from PTO banks
- Requiring all employees to use two weeks of PTO each year
- Lowering PTO cap by grandfathering method

Brief discussion held. Lueneburg stated that Charbarneau wanted this information presented to the Committee but the next step would be to get input from the Department Heads before making any decisions regarding changing the current PTO policy.

Informational only, no motion made.

### **2020 IMPLEMENTATION OF CARLSEN DETTMANN PLAN AND COST OF LIVING INCREASES**

Cushing stated this agenda item does not need to be discussed.

### **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: Approve closed session minutes from the 09/18/19 and 11/13/19 committee meetings)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:39 a.m. Staff present in closed session: Charbarneau, Lueneburg, Kennedy, Smith

### **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 9:41 a.m.

Cushing announced the closed session minutes from the 09/18/19 and 11/13/19 committee meetings were approved in closed session.

**FUTURE MEETING DATES**

December 18, 2019 at 9:00 a.m.  
January 8, 2020 at 9:00 a.m.  
January 22, 2020 at 9:00 a.m.

**FUTURE AGENDA TOPICS**

Comp Time  
UW Extension Contract

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 9:44 a.m.

/s/Ted Cushing  
Ted Cushing, Chairman

12/18/2019  
Date

/s/Lindsey Kennedy  
Lindsey Kennedy, Committee Secretary

12/18/2019  
Date