

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
July 5, 2017

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried, Dave Hintz, Carol Pederson, Sonny Paszak

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Mary Rideout (Social 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 County Board Room of the Oneida County Courthouse. This meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Hintz to approve the agenda for today's meeting. Second by Paszak. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Paszak to approve the minutes of the June 21st meeting. Second by Fried. All members present voting 'Aye'. Motion carried.

VOUCHERS AND BILLS

Charbarneau summarized the vouchers presented. Motion by Pederson to pay the bills and vouchers. Second by Hintz. All members present voting 'Aye'. Motion carried.

SOCIAL WORKER VACANCY REVIEW APPEAL

Rideout reports a Social Worker vacancy in her department due to a Children & Family Social Worker being promoted to the Social Work Supervisor position. This position deals with child abuse/neglect investigations and the employee vacating the position has held the position for a while, despite the tendency for this position to have a high turnover rate. Rideout plans to do an external recruitment for the position due to exhausting her previous Social Work candidate list. Further discussion held by Committee. Motion by Paszak to approve the Social Worker vacancy review appeal. Second by Pederson. All members present voting 'Aye'. Motion carried.

LAND USE SPECIALIST VACANCY REVIEW APPEAL

Jennrich states his Land Use Specialist in the Minocqua office has accepted a position with Vilas County in order to reduce her commute time. Jennrich states that quite a few of the businesses that deal with land use permits are in the Minocqua area, which makes this a very important position. Jennrich discussed the duties of the position and the importance of having this position filled in the summer months. Jennrich is requesting a waiver of the six-month waiting period and notes that his Committee of Jurisdiction has already approved the filling of this position. Jennrich plans to do an external recruitment for the position. Motion by Cushing to approve the Land Use Specialist vacancy review appeal. Second by Hintz. Fried inquired about any possible efficiencies that could be found to reduce or eliminate the need for this position. Jennrich feels this position is very important and with uncertainties of NR115, this position will continue to be crucial to the smooth running of the Minocqua office. Further discussion held on the heavy workloads of the Planning and Zoning office. Committee voted on motion; all members present voting 'Aye'. Motion carried.

LOCAL HEALTH INSURANCE COMPARABLES: PLAN DESIGNS, PREMIUMS, HEALTH REIMBURSEMENT ACCOUNTS (HRA), HEALTH SAVINGS ACCOUNTS (HSA)

Charbarneau states that some department heads report to have lost staff over the last year due to employees going to other employers with better benefits. Charbarneau has collected health plan information from comparable employers in the area and presented this information to the Committee for review. Charbarneau feels, based on information collected, Oneida County's health plan is average but not one of the best in the area. Charbarneau says many of the other plans tended to charge higher premiums but have a lower out-of-pocket limit on claims. Charbarneau states that the current health plan for Oneida County employees was designed around lower premiums and higher out-of-pocket limits so that participants using the insurance pay more than participants that don't or minimally use the plan. Charbarneau summarized comparables, noting some characteristics of other plans, that Oneida County's plan doesn't have such as higher premiums for tobacco users and in/out of network benefits. Discussion held on HSA/HRA contributions, the history of the county HRA plan and the benefits/drawbacks of each type of contribution. Cushing feels that a cafeteria health plan should be offered in order to provide more options to employees based on their health needs and budgets. Hintz would like information gathered on how much the comparable organizations pay for the benefits provided and asked that this information be added to the comparable sheet. Charbarneau states she will continue to collect comparable information. Discussion held on whether or not quotes will be gathered for the 2018 health plan. Cushing reiterated his suggestion of a cafeteria plan and would like to go through the Group Health Trust/UMR for quotes. Charbarneau discussed a possible direct bill plan option, which would give the county the ability to pay providers directly, in order to avoid the markups and costs of going through the insurance company. Charbarneau states the drawback to the direct bill option is the lack of availability of participating providers in the area. Brief discussion held on the Affordable Care Act requirements. Fried inquired about the timeline for the upcoming renewals; Charbarneau confirmed that GHT/UMR renewal numbers would be available by the end of August.

CLOSED SESSION

Motion by Hintz, second by Paszak to adjourn 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 over which this body has jurisdiction or responsibility (Topics: approve the closed session minutes of June 8, 2017 meeting), and Section 19.85(1)(e) deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a close session (Topic: Deputy Association Bargaining strategy).

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:45 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Smith

RETURN TO OPEN SESSION

Motion by Cushing to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:12 a.m.

Cushing announces that in closed session, the closed session minutes of June 8, 2017 were approved, and a discussion was held on preliminary bargaining strategies.

FUTURE MEETING DATES

July 19, 2017 at 9:00 a.m. – Committee meeting
August 1, 2017 at 9:00 a.m. – Deputy bargaining and Committee meeting
August 21, 2017 at 1:00 p.m. – Deputy bargaining
August 23, 2017 at 9:00 a.m. – Committee meeting
August 30, 2017 at 10:00 a.m. – Deputy bargaining

FUTURE AGENDA TOPICS

Employee Handbook and County Code Chapter 4 updates (separate meeting)
Update to County Travel Policy
2018 Health Insurance
Benefit package comparables

PUBLIC COMMENTS

None

ADJOURNMENT

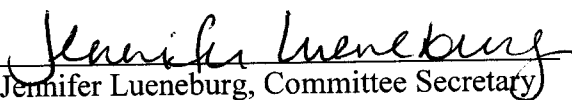
Motion by Cushing to adjourn meeting. Second by Paszak. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:14 a.m.



Ted Cushing, Chairman

7/28/17

Date



Jennifer Lueneburg, Committee Secretary

7/28/17

Date