

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**August 1, 2017**

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

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Darcy Smith (Finance); Marta Koelling (Public Health); Dan Hess, Greg Gardner, Anton Keelin, Tyler Young, Brian Barbour (Sheriff's Office); Randy Ingram (WPPA), Kevin Boneske (Star Journal), Jeff Decker/Lakeland Times

**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. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act. Cushing states the Committee will go into closed session prior to discussing bargaining proposals with the Deputy Association.

**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**

Brief discussion on corrections to minutes. Motion by Paszak to approve the minutes of July 28<sup>th</sup> with the noted corrections regarding Committee attendance. Second by Fried. All members present voting 'Aye'. Motion carried.

**VOUCHERS AND BILLS**

No discussion.

**PUBLIC HEALTH NURSE VACANCY REVIEW APPEAL**

Koelling discussed the vacant Public Health Nurse position due to an employee accepting a position with the State of Wisconsin. This position is a core position that investigates outbreaks and health hazards, administers immunizations and deals with emergency preparedness, along with other duties. Koelling feels that this will be a very difficult position to live without for a long period of time due to the importance of the duties. Koelling would also like to get this position filled prior to flu shot season. Therefore, Koelling requests that the Committee waive the six-month waiting period. Discussion held on the benefits and wages for state employees, and the difficulties of the county competing with these benefits. Motion by Paszak to approve the hiring of a Public Health Nurse without going through the waiting period, pending Committee of Jurisdiction approval. Second by Pederson. Smith discussed vacancy review dollars. All members voting 'Aye' on motion. Motion carried.

**RESOLUTION: PLANNING & ZONING/LAND AND WATER CONSERVATION MERGE**

Charbarneau discussed a resolution to merge Planning & Zoning and Land & Water Conservation Departments. Jennrich discussed his thoughts on the merger, noting that both departments are agreeable with the merger. Charbarneau discussed the pros and cons of the merger. Committee discussed concerns of how this will effect each departments committee and how to get both committees on the same page moving forward. Fried voiced further concern about handling department topics moving forward, such as staffing amounts. Cushing feels that department policies already in place will help in making those decisions consistently. Hintz clarified that this merger has already been in place for the last two years, so

LRES Committee meeting  
August 1, 2017

this just changes the merger from temporary to permanent. Cushing feels the resolution should move forward and let the committees work through the details of finalizing the merger, including the combining of Committees. Paszak voiced concerns about approving this resolution prior to the merger being approved by the Committees of Jurisdiction. Fried feels there are too many uncertainties and states that he will not be approving the merger at this time. Motion by Hintz to pass this resolution onto the full County Board for consideration. Second by Paszak. Hintz, Cushing, Paszak and Pederson vote 'Aye'. Fried votes 'Nay'. Motion carried.

### **ORDERING RULES FOR HEALTH REIMBURSEMENT ACCOUNTS AND 125 HEALTH FLEXIBLE SPENDING ACCOUNTS**

Charbarneau discussed a meeting she had with the HRA/FSA Administrator, DBS (Diversified Benefit Services). The main topic of the meeting dealt with how the county currently lets employees spend their HRA monies. Currently, employees can choose to spend or bank their HRA but due to a change in requirements, the plan wording needs to change. DBS states this needs to either be changed to clarify that employees can now use their HRA funds for deductible and non-deductible items, or change the provision to allow employees to not use their HRA when eligible to use it but choose not to. Charbarneau discussed the options further, noting that there is no benefit to the county picking one option over the other but the plan wording needs to be changed in order to comply with requirements. Charbarneau states that a decision can be made closer to the end of the year due to no cost effects for budgeting purposes. Cushing suggests bringing this topic back to the Committee closer to the end of the year when discussing plan design for 2018; the Committee agreed.

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

Charbarneau states that information is still being gathered and this topic will be discussed further at a future meeting.

### **CLOSED SESSION**

Motion by Paszak, second by Hintz to adjourn into closed session pursuant to 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) and 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 July 28, 2017 meeting).

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 9:26 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Smith, Hess

### **RETURN TO OPEN SESSION**

Motion by Fried to return to open session. Second by Pederson. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 9:43 a.m.

Cushing announces that in closed session, the closed session minutes of July 28, 2017 were approved.

LRES Committee meeting  
August 1, 2017

**EXCHANGE INITIAL BARGAINING PROPOSALS WITH DEPUTY ASSOCIATION**

WPPA, represented by Ingram, provided bargaining offer provisions requested as follows:

- Increase night differential from \$.40 to \$.80 per hour
- PTO: modifying the contract to adapt the constructive receipt wording
- Add unpaid leave of absence proration wording
- Add provision for Veteran's Day recognition and paid day
- Requesting multi-year signed contract
- Requests fair and equitable increase in wage schedule

Discussion held on provisions requested.

Charbarneau summarized the County's initial offer as follows:

- Modification to Health Insurance wording so union and non-union employees pay the same amount for health insurance premiums. Charbarneau discussed additional ideas the county is looking at for health insurance for 2018 to help make health insurance more affordable.
- Wage increase for three year contract as follows:
  - 2018 – 1% increase on January 1, 2018 and .5% increase on July 1, 2018
  - 2019 – 1% increase on January 1, 2019 and .5% increase on July 1, 2019
  - 2020 – 1% increase on January 1, 2020 and 1% increase on July 1, 2020

Discussion held on next bargaining meeting, scheduled for August 21<sup>st</sup>. Committee agrees to have Charbarneau, Smith and Ingram work together on possible Veteran's Day wording that will work with the union's provision request.

**FUTURE MEETING DATES**

August 8, 2017 at 8:00 a.m. – Deputy bargaining (scheduled after meeting adjourned)

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

2018 Health Insurance

Benefit package comparables

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Cushing to adjourn meeting. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:02 a.m.

  
\_\_\_\_\_  
Ted Cushing, Chairman

8/8/17  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Jennifer Lueneburg, Committee Secretary

8/8/17  
\_\_\_\_\_  
Date