

# **LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**

**October 30, 2014**

## **CALL TO ORDER**

Chairman Cushing called the LRES Committee to order at 1:00 p.m. in the First Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting had been properly noticed in accordance with the Wisconsin Open Meeting Law and meets the Americans with Disabilities Act.

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

**LRES COMMITTEE MEMBERS ABSENT:** None

**ALSO PRESENT:** Lisa Charbarneau, Linda Herrmann (Labor Relations/Employee Services); Jill Butzlaff (Sheriff Dept.)

## **APPROVE AGENDA**

Motion by Hintz, second by Pederson to approve the agenda as posted. All ayes; motion carried.

## **APPROVE MINUTES**

Motion by Paszak, second by Hintz to approve the minutes of October 15<sup>th</sup> and October 20<sup>th</sup> as presented. All ayes; motion carried.

## **VOUCHERS, REPORTS & BILLS**

Motion by Fried, second by Pederson to approve the vouchers, reports and bills as presented. All ayes; motion carried.

## **2015 HEALTH INSURANCE PLAN & NON-PROTECTED EMPLOYEE WAGES**

Lisa Charbarneau explained to the Committee that this was back on the agenda for two reasons. One was the desire to re-discuss the issue of the wage increase being a percentage across the board versus a stipend and the other reason is we shifted the deductibles a little bit to make them even. The single deductible being \$2000, employee plus one being 2-\$2000 deductibles and the family is 3-\$2000 deductibles. It makes it easier for processing and it makes more sense when you are trying to explain it as to being fairer when you have one insured, two insured or three or more insured. The out-of-pocket maximums stayed the same as did the drug issues and drug out-of-pocket maximums.

Dave Hintz asked if we knew what other counties were doing as far as percentages for deductibles. Charbarneau stated that some are still at 0% with employees paying nothing, but most of them are between 10 and 15%. There are three that are in the 20-25% range for contributions.

Cushing remarked the Administration Committee felt that we should go with the CPI of 1.6%. He made that motion at the last LRES meeting and he meant that that wasn't going to be a one-time stipend but that it was going to be a 1.6% increase meaning that going into the next year that would increase their base. That was based on the previous year that they got nothing because we were in the middle of working on the wage issue. That was the rationale on it and as a committee we voted on it.

Billy Fried pointed out there was increased exposure to the County with the MERP liability. He stated we are low on the percentage the employees pay and low on the deductibles the employees pay as said by Carlson/Dettmann. He stated that we need to raise the deductibles or take away the HRA. It puts the County in a better position.

Charbarneau stated that she looks at it from the standpoint that we have never had to count the health insurance increases towards wage increases before Act 10. So this is new for staff that isn't affected by contracts. It is very difficult when we come to this point and we do save money in the health insurance in order to get some sort of wage increase. It comes back to that issue again of just because we can should we or should we continue to make baby steps and move along an increment at a time.

Sonny Paszak remarked the only way to do this is take baby steps and he would vote against anything that was too high. He did feel that 8% was too cheap and he would go for 10% either this year or next year.

Carol Pederson stated that no matter what we do it is a difficult situation. She is concerned about the taxpayers and she has to be able to justify things when she is asked. She stated she was in favor of increasing to 10% at a time when it is not really going to affect the contribution on the part of the employee.

Charbarneau stated it was more of a wash. The \$250 deductible is going to be a hit but we are in a position where we have a 2% decrease in the premium for everybody. If we then adjust the employee's contribution to 10% it will be a wash on that portion of it for this year.

Motion by Hintz, second by Paszak to increase the employee portion of the health insurance premium to 10% from 8%. Roll call vote with all voting aye. Motion carried.

### **Compensation in Lieu of Health Insurance**

Charbarneau stated that we could try it for a year and if it isn't working we can always remove it the next year. They could always come back on the plan.

Cushing suggested coming up with 3 sets of numbers: \$150/\$200/\$250 per month and discuss at the next meeting.

### **EXECUTIVE SESSION**

Motion by Hintz, second by Paszak to adjourn into closed session pursuant to section 19.85 (1) (e), "for purposes of deliberating the County's position in a matter relating to collective bargaining under such. I, IV, or V of ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82 (1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. (Topic: Deputy Sheriff Association Negotiations).

All members present voting 'Aye' on roll call vote. Motion carried.

Discussion held in closed session.

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Motion by Hintz, second by Paszak to return to open session. Roll call vote with all voting aye; motion carried.

No decisions were made in the above closed session.

**FUTURE MEETING DATES**

November 05 - 8:30 a.m.

November 18 – Cancel

November 19 – 9:00 a.m.

**FUTURE AGENDA TOPICS**

In Lieu of Insurance

Negotiations

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Cushing, second by Paszak to adjourn. All ayes; motion carried.

Meeting adjourned at 2:20 p.m.

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Ted Cushing, Chairman

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Linda Herrmann, Committee Secretary