

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**Committee Room #2, Oneida County Courthouse**  
**January 3, 2024 9:00 a.m.**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Scott Holewinski, Jim Winkler, Diana Harris, Robb Jensen

**ALSO PRESENT:** Lisa Charbarneau, Kathy Skinner (LRES); Jason Rhodes, ITS; Mary Rideout, Social Services; Steven Schreier via Zoom;

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

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in Committee Room #2 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 Jim Winkler to approve today's agenda. Second by Diana Harris. All Committee members present voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Robb Jensen to approve the minutes of December 20, 2023. Second by Scott Holewinski. All Committee members present voting 'Aye'. Motion carried.

**SOCIAL SERVICES POSITION CHANGES**

Rideout reports, a couple years back a Lead ADRC Specialist position was created and is currently in the wage scale. This position is not filled and is not in the budget. It was for ADRC Specialists only. That was before our Adult Protective Services workers were not at the ADRC. Since then we have moved the Adult Protective Services workers to ADRC which is a much better fit. So the lead position no longer makes sense, and we really needed a Lead Adult worker position. That would make that lead position available to either Adult Protective Services or an ADRC Specialist. What we're requesting is to eliminate the Lead ADRC Specialist position and create an ADRC Specialist/Adult Protective Service (APS) Backup position. This position can fill the role of the current supervisor when he is not available. Discussion by members regarding details of job description and wages. Rideout presented wage schedules for the positions and reports this position will be covered by ADRC state funding. They are not requesting any new positions, only changing the classification of one worker, and would be a paygrade higher. And this will bring this position in line with other leads positions within the department.

Motion by Jensen to approve the Lead Adult Protective Service compensation and job description as presented, and add to the employee handbook the additional dollar per hour for the person that is chosen for this position. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

Motion by Winkler to approve the resolution as presented to eliminate the ADRC Specialist position, and create an ADRC Specialist/Protective Service (APS) Backup position, and forward it to County Board. Charbarneau suggests this is a more economical way to have the needed backup by a person that is qualified to do that work. Harris suggests the licensure and qualifications of the employee are what makes the difference for this lead position. Jensen requested an update in 6 months showing how much of the employee's time is spent as APS Backup. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

**INFORMATION TECHNOLOGY SERVICES RESTRUCTURE**

Charbarneau reports that Rhodes is asking to not fill his Technical Secretary position, and create an additional Network Analyst position within the department.

Rhodes reports they are working more on network analyst projects. Current employee Bunce reported that the workload was too much he is terminating the end of this week. So we are looking to not overwork the employees that are taking on his tasks. We would like to put our best people where we need them most on these upcoming projects. As I presented last month, our total savings in personnel pay would be about \$18 thousand per year by making the suggested changes. We would fill the position from inside if possible, then would have a desktop position open. Rhodes suggests others in the department will take on the tasks of the eliminated Tech Support position. Holewinski indicated that there will be confusion on the County Board floor. Charbarneau will get the document from Rhodes that shows how we get the \$18 thousand savings and will attach that document to the Resolution for the County Board.

Motion by Jensen to approve the resolution to create a new Network Analyst position in the Information Technology Services Department and forward on to the County Board with the attachment showing the \$18 thousand savings and a change in the chart. Second by Winkler. All Committee members present voting 'Aye'. Motion carried.

**PUBLIC COMMENTS**

No public comments made on Zoom or in the Committee Room.

**FUTURE MEETING DATES**

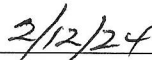
January 17, 2024 at 9:00 a.m.  
February 8, 2024 at 10:30 a.m.  
February 21, 2024 at 9:00 a.m.

**ADJOURNMENT**

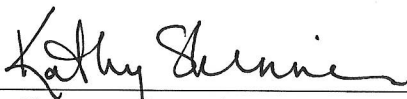
Cushing announced the adjournment of the LRES Committee meeting at 9:42 a.m.



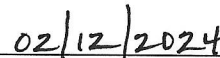
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Ted Cushing, LRES Committee Chairman



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Date



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Kathy Skinner, Committee Secretary



\_\_\_\_\_  
Date