

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
January 5, 2022 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman (via Zoom), Billy Fried/Vice-Chairman, Dave Hintz (via Zoom), Sonny Paszak and Scott Holewinski

ALSO PRESENT: Lisa Charbarneau via Zoom, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Michael Fugle, Andrew Kaftan (Corp. Counsel); Alex Hegeman (Highway); Grady Hartman (Sheriff's Office); Steven Schreier via Zoom (County Board); Rick Harris, Laura Morgan via Zoom (Morgan HR)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Vice Chairman Fried 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. Fried notes that he's been designated by Cushing to run the meeting due to Cushing not being able to attend in person.

APPROVAL OF AMENDED AGENDA

Motion by Paszak to approve the amended agenda. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Cushing to approve the minutes of December 15, 2021. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Bills and vouchers presented to Committee present. Charbarneau notes that the billings received for the October and November Nearsite Clinic were larger than earlier months. Charbarneau says this is most likely due to the high number of annual exams completed later in the year due to the end of the year wellness premium deadline for employees and spouses. Charbarneau notes as previously discussed, she should have funds in her other budget lines to cover the overage. Motion by Holewinski to approve the bills and vouchers presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public present in the meeting room. No comments made by the public present on Zoom.

CLOSED SESSION

Motion by Holewinski, second by Paszak for the LRES Committee to go 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; and section 19.85(1)(f) for purposes of considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data; and section 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the government body with the respect to litigation in which it is or is likely to become involved. (Topics: Exempt Salary Compensation; E911 Telecommunicator Compensation; Reclassification request Corporation Counsel Secretary I to Office Manager and Corporation Counsel Secretary II to Corporation Counsel Secretary I; Promotion request Payroll Purchasing Technician to Financial Specialist; Closed session minutes of December 7, 2021; Employee Grievance; Investigation of Public Employee/Complaint)

CLOSED SESSION (continued)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:13 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Kaftan, Smigielski, Fugle, Hartman, Schreier

RETURN TO OPEN SESSION

Motion by Holewinski, second by Paszak to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 11:23 a.m.

Upon return to open session, Fried reports that a motion was made and approved in closed session to approve the closed session minutes of December 7, 2021. No other motions made.

CREATE CHILDREN SERVICES SUPPORT POSITION IN SOCIAL SERVICES

Charbarneau discussed Rideout's request to create an additional Children Services Support (CSS) position, which would be funded by ARPA (American Rescue Plan Act) funds. Rideout notes that this request was approved through the Funding Opportunities Committee and will go to Administration Committee next. Rideout says her agency is operating under the Families First Act, which focuses on keeping kids in the home and providing resources when possible. Rideout says in the event the home is deemed unsafe, the children are removed from the home and the agency attempts to schedule regular visits between the kids and the parents with the hopes of reunification. Studies have found that regular visitations are important in the rehabilitation and reunification process. Rideout says the CSS position handles much of the visitation process in order to give the Social Workers the ability to handle other issues. Currently the agency has one position that has part-time CSS duties plus one LTE CSS position. Rideout discussed the duties of this position including building parenting skills and monitoring visitations. Rideout notes that out-of-home placements are very high right now so this position is even more important for the needs of the agency. Committee agrees to move forward with the position.

RESOLUTION: E911 TELECOMMUNICATOR COMPENSATION

Charbarneau says this resolution will offer additional PTO to a newly hired E911 Telecommunicator. Motion by Holewinski to approve the E911 Telecommunicator Compensation resolution as presented. Second by Cushing. All Committee members voting 'Aye'. Motion carried.

RESOLUTION: CREATE CHILDREN SERVICES SUPPORT POSITION/SOCIAL SERVICES

Motion by Paszak to approve the resolution to create a Children Services Support position and forward the resolution onto Administration Committee for further review. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

RESOLUTION: RECLASSIFICATION OF CORP COUNSEL SECRETARY I AND II

Consideration of this resolution has been moved to a future agenda.

RESOLUTION: ELIMINATION OF FINANCE PAYROLL PURCHASING TECHNICIAN AND CREATE FINANCIAL SPECIALIST

Consideration of this resolution has been moved to a future agenda.

EMPLOYEE HANDBOOK

- **COMPENSATORY TIME:** Hegeman is requesting to increase the maximum allowed Comp Time that Highway employees can bank for 37.5 to 80 hours, based on snowplow needs in the winter and the need for scheduling flexibility. Hegeman says this request has been approved by the Public Works Committee. Hegeman feels this will boost morale of staff and give staff the ability to bank hours in weeks where there are high snowplow needs so they can have time off on weeks where snowplow needs are lower. Hegeman says management will still have control over when comp hours can be accrued and used in order to ensure proper coverage. Fried feels this is a good change but has concerns about other departments coming forward asking for the same change. Discussion held. Motion by Holewinski to approve the compensatory policy change as presented. Second by Paszak. All Committee members voting ‘Aye’. Motion carried. Fried notes that this topic will be brought back to the Committee during the upcoming Employee Handbook review process.
- **PAGER PAY:** Charbarneau discussed adding pager pay for Highway Foreman to the Employee Handbook due to their positions being on-call. Discussion held. Motion by Holewinski to approve. Second by Cushing. All Committee members voting ‘Aye’. Motion carried.
- **PREMIUM PAY:** Charbarneau says the current premium pay policy only pays if employees work on an actual holiday. However, when holidays fall on the weekend, closure days are moved to the week before/after the holiday to make up for it, in which employees don’t get premium pay for working closure days that are not on holidays. Charbarneau proposes changing the policy to allow for premium pay for working closure days. Discussion held. Motion by Fried to hold off on this change until full review of the handbook is completed in which this change will be considered at that time. Second by Holewinski. All Committee members voting ‘Aye’. Motion carried.

TRAVEL REQUESTS – WCA LEGISLATIVE EXCHANGE, WPELRA ANNUAL TRAINING

Charbarneau requests approval for Hintz, Cushing, herself and any other interested County Board members to travel for the WCA Legislative Exchange, taking place February 8-9, 2022. Charbarneau also requests approval for Lueneburg and herself to attend the WPELRA Annual Training, taking place January 27-28, 2022. Charbarneau verified that funds are available in her budget. Discussion held. Motion by Cushing to approve the travel requests as presented in agenda item a and b. Second by Fried. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No public participants present in the meeting room; no comments by participants present on Zoom.

FUTURE MEETING DATES

January 20, 2022 at 9:00 a.m.
February 2, 2022 at 9:00 a.m.
February 16, 2022 at 9:00 a.m.

ADJOURNMENT

Fried announced the adjournment of the LRES Committee meeting at 11:54 a.m.

/s/Billy Fried
Billy Fried, LRES Committee Vice Chairman

January 20, 2022
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

January 20, 2022
Date