

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
February 1, 2023 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Scott Holewinski/Vice-Chairman, and Diana Harris

LRES COMMITTEE MEMBERS PRESENT VIA ZOOM: Bob Thome and Jim Winkler

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES), Tina Smigielski (Finance); Mike Fugle (Corp. Counsel); Troy Huber (Buildings & Grounds); Steven Schreier, Linnaea Newman (County Board)

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 Holewinski to approve the agenda for today's meeting and giving the Chairman the ability to move around in the topics. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes of January 4th. Second by Thome. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Motion by Holewinski to approve the bills and vouchers as presented. Second by Harris. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

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

EMPLOYEE HANDBOOK UPDATE

Charbarneau presented the updates made to the Employee Handbook to reflect the previously approved restructure of the Highway Department wages and Lead Economic Support Specialist pay as follows:

- **MECHANIC PAY:** Changed the additional Mechanic pay from \$2.00 per hour to \$3.00 per hour.
- **HIGHWAY OPERATOR PAY:** Added \$1.00 per hour to all Highway Operator wages.
- **WINTER MAINTENANCE PAY:** Added \$1.50 per hour to all Highway Operator wages each year, starting the closest pay period to November 1st and ending the closest pay period to March 31st.
- **ACTING PAY: HIGHWAY OPERATORS DOING MECHANIC WORK:** Added \$2.00 per hour for Highway Operator positions assigned Mechanic duties; this item pending Committee of Jurisdiction approval.
- **ACTING PAY: LEAD ECONOMIC SUPPORT SPECIALIST:** Added \$1.00 per hour to employee designated as Lead Economic Support Specialist.

Brief discussion held. Motion by Holewinski to approve the agenda items with item D (Acting Pay: Highway Operators Doing Mechanic Work) pending approval of the Highway Committee. Second by Harris. All Committee members voting 'Aye'. Motion carried.

EMPLOYEE ASSISTANCE PROGRAM (EAP)

Charbarneau says previously the Committee approved starting an EAP at the beginning of 2023 with funds included in the LRES budget to do so, at a cost of \$7,455. Charbarneau says the vendor wasn't clear that the cost quoted was for March-December and didn't allow for a full year. Therefore, Charbarneau wanted to update the Committee that the EAP will not be put into place until March 2023 in order to meet budget. Charbarneau says no motion is needed and her goal was to update the Committee on the status.

WORKERS COMPENSATION

- **2022 FOURTH QUARTER REPORT:** Charbarneau provided report; brief discussion held.
- **2023 MODIFICATION FACTOR:** Charbarneau reports the county's 2022 workers compensation modification factor was .7 which is a reduction from the previous 2021 factor of .79. Charbarneau notes that lower numbers of workers compensation claim costs is the result of a lower factor, which results in the county receiving a refund of some of the workers compensation premium paid to the vendor. Charbarneau feels the county is doing well at avoiding work injuries but notes that some of the claims that are incurred are hard to avoid, especially with some of the Sheriff's Office injuries.

CHAPTER 4.12 GOAL REVIEW PROCEDURE

Charbarneau took the Chapter 4: Department Goal Review procedure to the Department Head meeting for input. The Department Heads had various opinions on the process. Some departments found the process helpful while others said they already submit goals and reports to other entities as required and the Chapter 4 process is just added work, especially since extensive planning is already done during the budget process. Huber feels that long term planning is difficult, especially since budgets and focuses change frequently. Holewinski concurs and feels the process should no longer be required via County Code but should still be reviewed by departments and their committees; Charbarneau concurs. Holewinski also notes that the CIP (Capital Improvements Plan) Committee already does extensive long-term planning.

2023 HEALTH INSURANCE UPDATE

Lueneburg presented the final numbers for the 2023 open enrollment for health insurance. The net savings for moving employees off the health plan and onto the Family Advantage Health Plan and cash incentive was \$148,112. Changes made by enrollees to different plans, or coming onto the health plan costed the county an additional \$93,264. The 5% increase to the health premiums costed the county an estimated \$130,979 which was already accounted for at budget. Overall, Lueneburg feels introducing the Family Advantage Health Plan was a wise financial decision and feels the open enrollment process was successful.

CLOSED SESSION

Motion by Holewinski, second by Harris for the LRES Committee to go into closed session pursuant to Section 19.85(1)(g) for purposes of conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with the respect to litigation in which it is or is likely to become involved. (Topic: Case: 3:22-cv-00460-wmc), and Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee (Topic: Assistant Facilities Director Compensation) 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 a substantial adverse effect on the reputation of the person referred to in such data. (Topic: employee medical issue)

CLOSED SESSION (continued)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:25 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Fugle, Huber, Newman, and Schreier

RETURN TO OPEN SESSION

Motion by Holewinski, second by Harris to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:50 a.m.

Cushing reports in closed session that no motions were made and only information was provided.

TRAVEL REQUEST: WI PUBLIC EMPLOYER LABOR RELATIONS ASSOC. ANNUAL TRAINING

Charbarneau requests for Lueneburg to attend the WPELRA Conference in Madison on February 2-3. Motion by Cushing to approve the travel request. Second by Harris. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

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

FUTURE AGENDA TOPICS

Draft Policy – Pepper Spray and NARCAN Use

FUTURE MEETING DATES

February 15, 2023 at 9:00 a.m.

March 2, 2023 at 10:30 a.m.

March 15, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:00 a.m.

/s/Ted Cushing
Ted Cushing, Committee Chairman

February 15, 2023
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

February 15, 2023
Date