

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
February 8, 2024 9:00 a.m.

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Mary Rideout (Social Services); Lisa Bauknecht (Solid Waste); Tracy Hartman (County Clerk); Tara Ostermann (Treasurer); Tina Smigielski (Finance); Grady Hartman (Sheriff); Steven Schreier (County Board)

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.

APPROVAL OF AGENDA

Motion by Winkler to approve today's agenda, giving the Chairman discretion to move around on topics. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes of January 3rd. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

INVOICES PAID REPORT AND BUDGET/ACTUAL REPORT

Charbarneau presented the Invoices Paid Report and Budget/Actual Report to the Committee for review. Brief discussion held. No motions needed.

ADRC SPECIALIST/APS BACKUP POSITION – 2023 HOURS WORKED REPORT

Previously, Rideout discussed adding APS (Adult Protective Services) Backup duty and pay to a currently existing ADRC Specialist position. The Committee had asked her to bring back information on the amount of time the position would spend on backup duties to justify the increased pay to all hours worked. Rideout discussed the handout provided, noting backup duties can vary greatly from month to month depending on department needs. However, Rideout notes that even when APS Backup duties aren't being performed, the position still needs to be available when needed and must maintain the certifications required to perform the duties. Brief discussion held. No motions needed.

SOLID WASTE DEPARTMENT REORGANIZATION

Bauknecht says in November 2023, one of her Solid Waste Technician positions became vacant and now her Scale Operator position has given notice to leave in April. Based on these vacancies, Bauknecht met with Charbarneau to assess department duties and staff to determine if changes are needed. Based on those discussions, Bauknecht is proposing the following reorganization of the Solid Waste Department:

- Eliminate one full-time Landfill Systems Tech and create one full-time Landfill Systems Supervisor.
- Eliminate one LTE Scale Operator position and create one part-time 75% Scale Operator position.
- Change current full-time Scale Operator position to a Scale Operator/Account Technician position.

Bauknecht says this new structure will provide more supervision in the Solid Waste yard and take some accounting duties from her position to provide her more time to properly manage the department as a whole. The additional funding needed for this request will come from the current Solid Waste budget with no additional tax levy needed. Bauknecht notes this proposal was approved by her Committee of Jurisdiction this morning. Discussion held. Motion by Cushing to approve the request as presented. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

Harris left the meeting at 9:25 a.m.

GOVERNMENT ACCOUNTING STANDARDS BOARD (GASB)

Smigielski discussed the annual requirement to complete GASB study on the post-employment benefits offered by the county including the retiree health plan offered to grandfathered employees that started before 2010 for general employees and before 2011 for protected employees. Smigielski says it is a significant cost but is declining based on the grandfathered nature of the benefit. Smigielski led the discussion on the implicit costs measured by the study. No motions needed.

ELECTED OFFICIAL WAGES: COUNTY CLERK, REGISTER OF DEEDS AND TREASURER AND RESOLUTION

Charbarneau discussed the need for the Committee to set 2025-2028 wages for the County Clerk, Register of Deeds and Treasurer positions prior to election running papers are due per state statute. Tracy Hartman discussed the Committee setting flat dollar amount increases in the past but based on the unpredictable COLA (Cost of Living Adjustments) over the past couple years, this has put these positions further and further behind from other management positions in the county. Hartman is requesting the positions be placed on the Exempt wage schedule in order to stay caught up on COLA increases. Hartman and Ostermann note that these positions do not receive PTO benefits. In-depth discussion held. Jensen voiced his concerns on adding these positions to the wage schedule since they are not legally allowed to add "other duties as assigned" to these positions, like other county jobs on the wage schedule. Jensen would like to check the legality of adding the positions to the wage schedule before they proceed but does agree these positions are behind on wages. Hartman notes that Price County currently has these positions on their wage schedule. Further discussion held with Committee directing Charbarneau to get a legal review of this proposal along with gathering data on how other counties pay these types of positions. Committee agrees to bring this agenda topic forward at the next meeting when more information is gathered and the Register of Deeds is present for discussion.

CLOSED SESSION

Motion by Holewinski, second by Jensen 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. (Topic: Correction Officer, Technical Support and Chief Deputy Compensation)

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 9:49 a.m.

Staff present in closed session: Charbarneau, Lueneburg and Grady Hartman

RETURN TO OPEN SESSION

Motion by Holewinski, second by Jensen to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:16 a.m.

Cushing reports that one motion was made in closed session regarding the Chief Deputy Compensation topic. Upon return to open session, motion by Holewinski to approve the Technical Support position and Corrections Officer position at the Sheriff's Office to be put at Year 1 for PTO based on the experience they bring to their positions. Second by Jensen. Roll call vote taken with all members present voting in the affirmative. Motion carried.

PUBLIC COMMENTS

No public present on Zoom or in the meeting room for comment.

FUTURE AGENDA TOPICS

Any agenda items should be forwarded to Cushing or Charbarneau.

FUTURE MEETING DATES

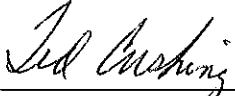
February 21, 2024 at 9:00 a.m.

March 6, 2024 at 9:00 a.m.

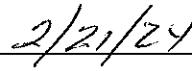
March 20, 2024 at 9:00 a.m.

ADJOURNMENT

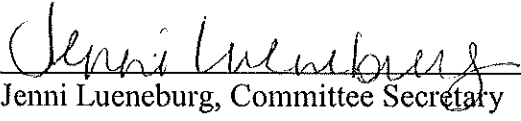
Cushing announced the adjournment of the LRES Committee meeting at 10:20 a.m.

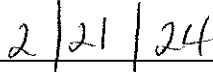


Ted Cushing, LRES Committee Chairman



Date



Jenni Lueneburg, Committee Secretary

Date