

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

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

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg, Kathy Skinner (LRES), Tina Smigielski (Finance); Grady Hartman (Sheriff); Steven Schreier via Zoom (County Board); Jamie Taylor (Media); Alex Hegeman via Zoom (Highway); Michael Fugle (Corp. Counsel); Andrew Kaftan (Corp. Counsel); Lindsey Kennedy (Buildings & Grounds); Troy Huber (Buildings & Grounds)

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

**APPROVAL OF MINUTES**

Motion by Holewinski to approve the minutes of February 16, 2022. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

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

**PUBLIC COMMENTS**

No comments made by the public.

**EQUIPMENT OPERATOR VACANCY OVERLAP**

Alex Hegeman presents, we have an Equipment Operator that's been on FMLA for a few months. He is eligible and has decided to retire due to his health. His final day will be April 1, 2022. Because he gave us his notice so far in advance I would like to go ahead and post for that position. There may be overlap by the time we hire and technically be overstaffed for one or two weeks. I brought this in front of my Public Works committee last week and they asked me to run everything past the LRES Committee and be sure everyone was onboard with proceeding this way.

Motion by Hintz to support the Equipment Operator overlap. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**SHERIFF WAGES FOR 2023-2026**

Charbarneau says when we set wages four years ago, this committee agreed that the Sheriff should be making more money than the Chief Deputy and we agreed on 7%. Unfortunately when we did the resolution four years ago we did not take into consideration the step increases that would happen with the Chief Deputy tied to the deputy contract. Hartman is requesting cost of living increases for 2023 – 2026 of 7%, 2%, 2% and 2%. Two new items being requested are VEBA that the deputy association gets, and Retention Pay. Hartman says he is significantly behind what the Chief Deputy makes. Sheriff does not get holiday pay, clothing allowance, or PTO payout. The sheriff makes decisions that have county wide impact and should have higher wages than his Chief Deputy. Charbarneau says the big jump in that first

year is because he didn't receive the step increases that the Chief Deputy received over the last four years tied to the contract, so Grady fell behind.

Motion by Paszak to approve Sheriff Wages for 2023-2026.

Fried says we're starting to compare elected officials to county employees and you're looking at significant jumps. Hartman says he is making county-wide impacts, doing things that would fall outside of the Sheriff's office, active in the health insurance planning. Hartman stated that our last Finance director said I saved \$400,000 the first year with my idea on the HSA. I've brought a lot of money back to this county by housing inmates, and through hard work. I've never been not available to you, the public or the media. Fried says it's not about the person. We're looking to set the elected official wages for the Sheriff and that's where I have my issue. Charbarneau says the county wants to have something for whomever runs for the position to be not only adequate but above adequate and the only way to do that is to be competitive with salary and the benefits that we offer. When we did this before, this committee felt that the Sheriff should be making more money than the Chief Deputy, and the way we wrote the resolution didn't keep him where he needed to be. We just didn't do the resolution correctly. So over that four year period he ended up making less than the Chief Deputy and that's not what this committee and the County Board approved four years ago.

Paszak motioned earlier. Hintz made a point of order. Through discussion, it is seconded. Cushing confirmed. Roll call vote taken on the motion with Hintz, Holewinski, Paszak and Cushing voting 'Aye' and Fried voting 'Nay'. Motion carried. Resolution passed.

#### **RESOLUTION: CLERK OF COURT WAGES 2023-2026**

Charbarneau says this is the resolution that goes along with what you agreed to with the Clerk of Court at the previous meeting.

Motion by Cushing to approve the resolution for Clerk of Court Wages 2023-2026. Forward to County Board for consideration. Second by Holewinski. Roll call vote taken on the motion with Hintz, Holewinski, Paszak and Cushing voting 'Aye' and Fried voting 'Nay'. Motion carried.

#### **COMPENSATORY TIME FOR BUILDINGS AND GROUNDS DEPARTMENT EMPLOYEES**

Buildings & Grounds would like their employees allowed comp time to go to 80 hours. This has been brought to their committee. These employees can bank time instead of us paying them overtime. Their bank can be cashed out every year. Holewinski says the head of the department determines to approve comp time and not create overtime. It allows department heads to manage their departments better. Hintz says he is concerned making changes for only one or two departments and making our wage system more complex. Charbarneau says for hourly employees, if we don't give them comp time they'll get overtime, so it's basically something that is a tradeoff. Huber explains employees get called in on a regular basis, on call early morning, some weekends. Hintz suggests it might be good for everyone to go to this. Holewinski says not everyone needs this. There are departments that are 24/7 and employees get called-in often. Comp time also helps with the morale of staff as long as the director manages it well. Hintz says when we address our 1950/2080 issue, we should consider this as part of that problem. Fried says Buildings & Grounds committee whole-heartedly supports giving this to Buildings & Grounds. The concern is how the department head manages comp time and PTO. Suggests as we move forward, we start tackling how those things are administered, how PTO is paid out because it is banked at one wage and paid out at a higher wage. Discussion by all to work on this problem.

Motion by Fried to approve the Buildings & Grounds committee to go to 80 hours of comp time from 37.5 hours. Second by Holewinsk. All committee members voting 'Aye'. Motion carried.

**LIMITED TERM EMPLOYEE STAFFING REQUEST – THREE GRANT FUNDED AIS PROJECT ASSISTANT POSITIONS**

Charbarneau presents copies of this request saying this is additional grant money awarded to the Land & Water Conservation Department that they recently learned of. This would all be paid by grant dollars and does not affect the budget for this department at all.

Motion by Hintz to approve the Limited Term staffing request for grant-funded AIS Project Assistant positions. Second by Paszak. All committee members voting ‘Aye’. Motion carried.

**COVID-19 – MASKING UPDATE**

Charbarneau says mask mandates have been changed by the CDC. Public Health Department will continue to wear masks at their facilities just as other medical facilities require. For the county and for our buildings we would lift that mask requirement. We would ask people to wear masks if they are exhibiting symptoms of COVID, if they know they have been exposed to COVID, and if they aren’t able to social-distance. We don’t want to require masking and the CDC doesn’t say we need to require it. These would be recommendations for people similar to what we have on our doors right now. The ADRC / Public Health building will only require masks upstairs in the Public Health area. Appropriate posting will be on the entry way to the stairs and by the elevator for upstairs. There may be departments that will continue to mask when they are in a small space, like Social Services for their clients. The CDC is saying the COVID level for our area is low at this time.

**CLOSED SESSION**

Motion by Holewinski, second by Hintz 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; Employee PTO payout request; Employee Grievance; Investigation of public employee/complaint)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:00 a.m.

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

**RETURN TO OPEN SESSION**

Motion by Holewinski, second by Hintz to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:22 a.m.

Upon return to open session, Cushing reported that no actions were taken in closed session.

**PUBLIC COMMENTS**

Schreier asks that this committee revisit providing an Employee Assistance program for mental health type issues that used to be in place a while back. We need to take serious consideration of reinstating

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this service based on the last year's issues with some employees. It could have been utilized and should really have been in place and perhaps we wouldn't be dealing with some of the issues we are currently.

**FUTURE MEETING DATES**

March 23, 2022 at 10:30 a.m.

April 6, 2022 at 9:00 a.m.

April 20, 2022 at 9:00 a.m.

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 10:25 a.m.

/s/Ted Cushing  
Ted Cushing, LRES Committee Chairman

April 6, 2022  
Date

/s/Kathy Skinner  
Kathy Skinner, Committee Secretary

April 6, 2022  
Date