

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**April 22, 2021 9:30 a.m.**

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

**ALSO PRESENT IN PERSON:** Lisa Charbarneau, Jenni Lueneburg (LRES); Grady Hartman (Sheriff's Office); Mike Fugle (Corporation Counsel); Linda Conlon (Public Health) via Zoom

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

Chairman Cushing called the LRES Committee to order at 9:30 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 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 Fried to approve the minutes of April 7<sup>th</sup>. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Charbarneau presented bills and vouchers for review, noting that the Priority Medical Partners Nearsite clinic charges were less than expected. Brief discussion held. Motion by Cushing to approve the bills and vouchers. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**PUBLIC COMMENTS**

No comments made by attendees on Zoom or in the County Board Room.

**COVID-19 HAZARDOUS PAY FOR COUNTY EMPLOYEES UPDATE**

Charbarneau reports that very little information is available yet about the allowable uses of the COVID-19 relief funds coming from the Federal Government. Charbarneau reports that a sub-committee has been formed to discuss uses for the funding, consisting of Mary Rideout/Social Services Director, Lisa Jolin/Solid Waste Director, Linda Conlon/Public Health Director, Jason Rhodes/ITS Director, Dan Hess/Sheriff's Office Chief Deputy and Alex Hegeman/Highway Commissioner. Brief discussion held regarding determining the parameters to use when determining the amounts and who should receive hazard pay. Cushing feels the sub-committee should form some ideas for the fund usage and return to this Committee with suggestions and options. Hintz notes that the final decision should fall on the County Board, with a decision needing to be unanimous. Fried feels hazard pay should be a way for the county to show support and thank you to those employees that had no choice on if they should report to work during the COVID-19 shutdowns. Charbarneau says she will bring information back from sub-committee meetings as it becomes available.

**2021 LIMITED TERM EMPLOYEE (LTE) WAGE SCHEDULE**

Charbarneau discussed the 2022 proposed LTE wage schedule based on the 2021 LTE wages and Cost of Living Increase of 1.56%. Charbarneau notes the LTE wage schedule Year 1, 2 and 3 steps are based the Non-Exempt wage schedule steps 1, 3 and 6 respectively. Motion by Cushing to approve the 2022 LTE wage schedule as presented. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

### **2021 STAFFING REQUEST PROCEDURES**

Charbarneau has now notified Department Heads of the need to submit staffing requests for the 2022 calendar year in preparation for budget season. Charbarneau notes in the past, she has brought new requests to the Committee for individual review and approval, but ongoing LTE requests have been brought to this Committee as a group for review and approval. Charbarneau asked the Committee if they wish to continue this practice for staffing requests or do something different. Holewinski feels it is the Committee of Jurisdiction's responsibility to review the ongoing and new requests prior to them being submitted for this Committee's review. Fried feels LTE requests for mandated programs should automatically go through but LTE's for non-mandated programs should be reviewed for need and funding availability. Fried discussed the importance of communicating with the public regarding the county's tight funding and the potential need to cut services, in order to give the public knowledge to make educated decisions as referendums are presented. Discussion held. Motion by Cushing that we approve the 2022 staffing request procedures. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

### **FIRST QUARTER WORKERS COMPENSATION REPORT**

Charbarneau provided the most recent Workers Compensation claim report for the Committee to review. Holewinski feels it would be helpful to review previous years' Workers Compensation data in order to see potential data trends. Charbarneau discussed open claims at the Highway Department and Sheriff's Office.

### **FIRST QUARTER LRES DEPARTMENT PROJECTS**

Charbarneau provided the current LRES project list, noting items completed and outstanding. Charbarneau clarified that this list does not include the regular duties of the office but rather additional tasks taken on. Brief discussion held.

### **TRAVEL REQUESTS**

- **WCA ANNUAL CONFERENCE:** Charbarneau discussed the WCA Annual Conference, set for September 26-28 in LaCrosse, noting this conference is primarily for County Board members. Fried, Hintz, Cushing and Holewinski confirm that they will be able to attend. Charbarneau notes that the County Clerk, Corporation Counsel and she usually attend as well. Charbarneau says in order for her to attend, she needs approval from this Committee. Motion by Cushing for Charbarneau to attend the 2021 WCA Annual Conference. Second by Hintz. All Committee members present voting 'Aye'. Motion carried. Hintz notes that Hartman and Fugle will need to get approval from their own Committee of Jurisdiction in order to attend.
  
- **WPELRA ANNUAL TRAINING CONFERENCE:** Charbarneau says WPELRA is a group of counties, cities, school districts and other government entities that share information, network and meet for Training Conferences. Charbarneau says the 2021 WPELRA Annual Training Conference will be held June 17-18 in Madison and requests approval for herself and Lueneburg to attend. Charbarneau plans to use a rental to save on transportation costs. Motion by Paszak to approve Charbarneau and Lueneburg to attend. All Committee members voting 'Aye'. Motion carried.

### **CLOSED SESSION**

Motion by Holewinski, second by Paszak 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: Public Health Department compensation) and section 19.85 (1)(e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subch. I, IV or V of chapter 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.85(1), the Committee is not

**CLOSED SESSION (continued)**

considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV or V of chapter 111, stats. (Topic: Deputy Association Bargaining)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:01 a.m.

Staff and others present in closed session: Charbarneau, Lueneburg, Fugle, Hartman and Conlon

**RETURN TO OPEN SESSION**

Motion by Fried, 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 10:56 a.m. No motions were made in closed session. Upon return to open session, the following motion was made:

Motion by Fried to move the Public Health Director to Step 11 effective the next pay period, with funds to come from the Public Health Budget for 2021 and 2022, and to review in six months from this date to see if an additional step should be granted. Second by Paszak. Roll call vote taken with all members voting in the affirmative. Motion carried.

**PUBLIC COMMENTS**

No attendees present on Zoom or in the County Board Room.

**FUTURE AGENDA TOPICS**

Deputy Sheriff Association Bargaining  
New Hires – Paid Time Off and Compensatory Time

**FUTURE MEETING DATES**

May 13, 2021 at 1:00 p.m.  
May 27, 2021 at 1:00 p.m.

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 10:58 a.m.

/s/Ted Cushing  
Ted Cushing, LRES Committee Chairman

May 27, 2021  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

May 27, 2021  
Date