

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**May 13, 2021 1:00 p.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); Tracy Hartman (County Clerk); Lindsey Kennedy (Buildings & Grounds); Mike Fugle (Corporation Counsel); Randy Ingram (WPPA); Grady Hartman, Scott Bornberg, Anton Keelin, Tim Johnson, Jonathan Keckeisen, Bob Hebein, Brian Barbour (Sheriff)

**ALSO PRESENT VIA ZOOM:** Linda Conlon (Public Health); Steven Schreier, Bob Thome (County Board)

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

Chairman Cushing called the LRES Committee to order at 1:00 p.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 Holewinski to approve the agenda for today's meeting. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Topic not discussed.

**APPROVE BILLS AND VOUCHERS**

Charbarneau presented the LRES bills and vouchers to the Committee, totaling \$12,094.35 for pre-employment screening, consulting costs, HRA/COBRA administration and Health Enhancement. Brief discussion held. Motion by Holewinski to approve the bills and vouchers as presented. 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 MASKING REQUIREMENTS**

Charbarneau discussed a request she received from County Clerk Tracy Hartman requesting a review and end to the county mask mandate for County buildings. Hartman discussed her concerns and the concerns she received from multiple Oneida County employees regarding the continued mask requirement. Conlon states the mask mandate was ended for the State of Wisconsin, and as more citizens get vaccinated, the county will need to re-evaluate whether to keep the mask requirement in place for county facilities. Conlon says at this time, the CDC still recommends all individuals wear masks to slow the spread of the COVID-19 virus. Conlon feels this requirement may change soon but at this time, the CDC still recommends mask wearing, social distancing and sanitizing. Conlon suggests reviewing this topic at each LRES Committee meeting and then make changes as the CDC updates its recommendations. Conlon notes that 50.2% of Oneida County citizens have received at least one dose of the COVID-19 vaccine. Discussion held. Charbarneau confirmed that the LRES Committee's last discussion on the topic had determined that Oneida County employees would still be required to wear masks and it was at each Department's discretion on if the public would be required to wear masks when entering offices. Fugle notes that the Circuit Courts are still requiring masks. Hartman says there has been a lot of mixed messages when it comes to the topic of masks. Conlon feels based on Oneida County employees having a lot of contact with the public and the public not being required to admit if they are sick or vaccinated, Conlon feels continuing with the precautions in place is the smartest choice. Discussion held on

### **COVID-19 MASKING REQUIREMENTS (continued)**

the measurements used by Public Health and CDC in order to determine when to stop the mask recommendations. Fried feels the county has the responsibility to keep the mask requirement in place for county facilities but this Committee should continue to review the topic at each meeting as things change. Hintz agrees with Fried's comment but feels the county may be close to ending the mask mandate based on current trends with the COVID-19 virus. No motion made.

### **CELL PHONE STIPEND**

Charbarneau says this topic has been discussed before and has been brought forward by several departments in the past. Charbarneau says the Sheriff's Office issues county-use cell phones. For Departments like Public Health and Social Services, there are department purchased cell phones that staff would sign out for use as needed. Charbarneau says it has come to her attention that employees are having to use their personal cell phones more and more for work duties and the COVID-19 closures have increased that need even more. Charbarneau says this use can be subject to open records requests, which she cautions employees on. Charbarneau says concerns have now been raised by Buildings and Ground's staff based on the employees using personal cell phones to look up information, order supplies and take pictures in order to ease the completion of county tasks. Charbarneau says Highway Department employees are also needing to use their personal cell for similar uses as well. Charbarneau says a request has been made to potentially offer certain Oneida County employees a stipend to compensate the use of their personal cell phones for county business. Charbarneau says this could open a flood-gate of many employees feeling they qualify for the stipend and the debate on which job really requires the usage of cell phones to complete tasks would be difficult. Fried says the Buildings & Grounds Committee wanted to bring this topic forward to the LRES Committee for review since they felt cell phones have become an important tool for many jobs and like other departments, this usage may require reimbursement. Fried says conversations have been held on the various ways employees could be compensated including the possibility of reimbursing phone insurance or paying a set stipend. Hartman notes that the Sheriff's Office issues phones to staff at a cost of about \$45 per month per phone, and notes that employees are required to use the department issued phones for business. Kennedy notes that the cost for departments to issue phones would most likely be more than the proposed cell phone stipend amounts. Further discussion held. Fried is agreeable to taking the topic off the table at this time. No motions made.

### **CLOSED SESSION**

Motion by Holewinski, second by Paszak to go into closed session pursuant to section 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific person, 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: Personnel issue – investigation); and 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved; and 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 ch 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a governmental body whenever it is meeting for the purpose of collective bargaining under subch. I, IV, or V of ch 111, stats. (Topic: Deputy Association Bargaining).

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 1:34 p.m. Staff and others present in closed session: Charbarneau, Lueneburg, Ingram, Bornberg, Keelin, Johnson, Keckeisen, G. Hartman, Hebein, Barbour, Thome and Schreier.

**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 3:10 p.m. No motions were made in closed session or upon return to open session.

**PUBLIC COMMENTS**

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

**FUTURE AGENDA TOPICS**

New Hire Paid Time Off and Compensatory Time

**FUTURE MEETING DATES**

May 27, 2021 at 10:00 a.m. and 1:00 p.m.

June 9, 2021 at 10:30 a.m.

June 23, 2021 at 10:30 a.m.

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 3:13 p.m.

/s/Ted Cushing  
Ted Cushing, LRES Committee Chairman

May 27, 2021  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

May 27, 2021  
Date