

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
July 6, 2022 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman via Zoom, Scott Holewinski, Bob Thome, Diana Harris and Jim Winkler via Zoom

ALSO PRESENT: Lisa Charbarneau, Kathy Skinner (LRES); Steven Schreier via Zoom (County Board); Alex Hegeman (Highway); Grady Hartman, Jill Butzlaff (Sheriff's Office); Tina Smigielski (Finance); Kelly Holm (Lakeland Times)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Vice Chairman Holewinski 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 on July 1st in accordance with the Wisconsin Open Meeting Law, and complies with the Americans with Disabilities Act.

APPROVAL OF AGENDA

Motion by Thome to approve today's agenda. Second by Harris. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Postponed until next meeting.

APPROVE BILLS AND VOUCHERS

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

PUBLIC COMMENTS

No comments made by the public.

FAMILY ADVANTAGE PLAN – HEALTH INSURANCE OPTION

Charbarneau discussed additional questions that were worked on with the consultant, and all questions were answered by the consultant. The only issue is if we are going to allow new hires to come on the plan. Consultant recommends not allowing those not currently on the plan to go on the plan unless they've been on our plan for a year because employees could go on the plan for a month and change to another plan which would be a cost for Oneida County. Charbarneau still sees it as a savings because we wouldn't be paying the health insurance plan and she recommends we should allow new hires to go on the plan. If ok with the committee, we will proceed with educating employees, doing sessions with them and sending out information for them to review the plan and make a good choice. Questions worked on with the consultant had to do with taxes, who was going to do the reporting, how the third party administrator was going to report, the issue of new employees on to the plan, and how the third party administrator is compensated. Motion by Winkler to approve the Family Advantage Plan. Second by Cushing. This includes approval of new employees being allowed to enroll. All Committee members voting 'Aye'. Motion carried.

HIGHWAY DEPARTMENT STAFF COMPENSATION

Discussion of reports comparing counties including Price and Vilas Counties. Hegeman brought issues they've been having including hiring issues and finding qualified people to the Public Works Committee. Hegeman put together a plan taking into account the entire department, finding solutions to the issues. This option was brought to Public Works Committee last week and they recommended moving forward with the plan. Discussion held on details of the plan. Hegeman explains benefits of moving Equipment Operator and Equipment Operator/Mechanic positions

HIGHWAY DEPARTMENT STAFF COMPENSATION (continued)

both to grade level H. Thome says he's concerned about employees in other departments not getting the same increase and not addressing the whole picture. Charbarneau says we're adding \$2 per hour to grade level H. Hegeman would like to implement the plan this fall. Monies will come from Highway budget, from whatever they are working on, for example general maintenance or state roads, that's the pot of money it would come from. Hegeman explains issues with Family Medical Leave this past winter, and issues with not finding LTEs to hire, and his concerns of having coverage and making sure our roads are plowed. There are 10 state routes and 7 county routes. Further discussion about positions that are more difficult to hire for than others, changing positions in grade levels and their hierarchy to other positions and issues that result. Cushing says we asked Hegeman to come to the committee with a plan that would resolve his problems, and he did that. This is for the departments that need help, departments that can't keep people or hire people. Holewinski asks Hegeman to put together pros and cons for going to 4 day work week year-round and submit it to LRES for review, and then to Finance for review. Smigielski says this proposal is based on current rate of pay so Alex will need to do two budgets for 2023, one assuming this doesn't get implemented and one assuming this does get implemented, to see what the actual impact is on 2023 budget. Holewinski asks for reports with grade level, showing the 25 Highway employees that are affected, their positions, how many years they've been with the county, their pay rate and where their pay rate would go with this proposal. Also a study to see if we have 10 guys to do the 10 state routes, if we would get sufficient money from the state to cover those 10 routes and not subsidizing it with county money. Include administration overhead, and the equipment that it takes to run those 10 people. Smigielski explains we give the state overhead rates in advance, we include work comp and that kind of stuff, they agree on the rate, and we bill them. Smigielski will work with Highway to put data together regarding what it actually costs us vs. what we are billing to the state and bring a report back. Hegeman says he's not asking for a strict 4-day work week, he's just asking for the Commissioner's discretion to make those decisions when appropriate.

EFFICIENCY REPORT DISCUSSION

Charbarneau says she sent out efficiency study with the programs as ranked by the second efficiency team. Also sent efficiency opportunities that were looked at. Both are in the packet. It is numbered and shows how it is scored by each department. It has not been updated since 2016. This is just informational at this time.

EMPLOYEE HANDBOOK UPDATE

Charbarneau says the update of the Employee Handbook is in regard to changes with exempt and non-exempt as of July 9th. We will no longer have the category of exempt hourly. There is language that is coming out of the handbook regarding those types of positions, and a section regarding premium pay only being paid for non-exempt employees and protective exempt employees. Currently, anyone who works on a holiday receives premium pay, which is 100% of the hourly rate. Hartman says he sees major issues with his department if it passes as written. Staff working on a holiday would make less than the line staff. Holidays are our busiest time and my staff have to work. I think you should think it through and understand the ramifications of it. Smigielski says part of the FLSA audit identifies premium pay can be identified as overtime pay. This creates FLSA issues for our exempt employees that should not be receiving overtime pay, and the employer may need to classify them as non-exempt. There are pros and cons to that for both the employer and the employee. It may be worth taking more time to analyze and review this. Holewinski says Hartman needs time to review this and work with Smigielski and Charbarneau and come back with this.

CLOSED SESSION

Motion by Cushing, second by Winkler 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: Social Services Leave of Absence; Land Information Leave of Absence; Information Technology Services Leave of Absence.

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

Staff present in closed session: Charbarneau, Skinner, Smigielski and Schreier

RETURN TO OPEN SESSION

Motion by Cushing, second by Thome to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:56 a.m.

Motion by Harris to approve Social Services Leave of Absence. Second by Winkler. Roll call vote with all members voting in the affirmative. Motion carried.

Motion by Thome to deny Land Information Leave of Absence. Second by Holewinski. Roll call vote with all members voting in the affirmative. Motion carried.

Motion by Holewinski to approve Information Technology Services Leave of Absence. Second by Thome. Roll call vote with all members voting in the affirmative. Motion carried.

PUBLIC COMMENTS

No comments from attendees in Conference Room or on Zoom.

FUTURE MEETING DATES

- July 20, 2022 at 9:00 a.m.
- August 3, 2022 at 9:00 a.m.
- Aug 17, 2022 at 9:00 a.m.
- Aug 31, 2022 at 9:00 a.m.

ADJOURNMENT

Holewinski announced the adjournment of the LRES Committee meeting at 9:59 am.

/s/Scott Holewinski
Scott Holewinski, LRES Committee Vice Chairman

July 20, 2022
Date

/s/Kathy Skinner
Kathy Skinner, Committee Secretary

July 20, 2022
Date