

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
August 30, 2023 9:00 a.m.**

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Dan Hess (Sheriff's Office); Troy Huber (Buildings & Grounds); Mary Rideout (Social Services); Mike Fugle (Corporation Counsel); Linnaea Newman (County Board)

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 AMENDED AGENDA

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

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes of August 16th. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public present on Zoom or in the meeting room.

PAGER PAY – BUILDINGS & GROUNDS AND SOCIAL WORKERS

Charbarneau is bringing back previous agenda items to request an increase in pager pay for Social Workers and Buildings & Grounds Staff.

Huber is requesting an adjustment of the Buildings & Grounds pager pay from \$20/day to \$25/day on weekdays, and \$40/day to \$50/day on weekends and holidays. Discussion held. Committee reviewed pager pay comparables provided by Huber. Discussion held on the difference between call pay and pager pay. Jensen suggests moving the shifts around for Buildings and Grounds staff so that pager pay is not needed. Huber explained the difficulty in recruiting and retaining staff, especially on 2nd shifts and moving current staff away from 1st shift will be difficult to both meet needs and keep employees. Winkler recommends a 10% increase in the Buildings & Grounds pager pay rather than the suggested amount. Jensen feels based on the comparables that Oneida County's current pager pay is fairly competitive and asked Huber if his employees were aware of this.

Rideout is requesting approval to change Social Worker pager pay from \$52/day to \$60/day (for both weekdays, weekends and holiday). Rideout reviewed the handout she provided regarding call volume data and comparables for other counties. Discussion held. Rideout says she won't be able to cover the increase in her current budget since she doesn't see the state providing additional funds for 2024.

PAGER PAY – BUILDINGS & GROUNDS AND SOCIAL WORKERS (continued)

In-depth discussion held on the difficult upcoming 2024 budget and what services may need to be cut in order to afford requested increases. Charbarneau recommends the Committee keep a list of approved requests for the 2024 budget so that a detailed list can be looked at when deciding priorities at budget hearings. Linnaea provided further comments, recognizing the budget concerns but stating that being competitive in order to recruit and retain the best employees needs to be a top priority of the county in order to serve the public well. Motion by Holewinski to approve both pager pay requests, contingent on approval from the Administration Committee. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

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: Office Manager Compensation; Chief Deputy Compensation; Technical Support Compensation) and 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 (Topic: Health Insurance).

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 9:42 a.m.

Staff present in closed session: Charbarneau, Lueneburg and Hess

RETURN TO OPEN SESSION

Motion by Harris, second by Holewinski to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 9:53 a.m.

Cushing reports that no decisions or motions were made in closed session. Upon return to open session, motion by Jensen to approve the Law Enforcement Technical Support position at Grade G, Step 4 and placing them at Year 4 of the PTO schedule in lieu of new hire PTO. Second by Cushing. Roll call vote taken with all voting in the affirmative. Motion carried.

2024 LRES DEPARTMENT BUDGET

Charbarneau presented the draft 2024 LRES Department budget for Committee review. In-depth discussion held regarding the topics of rising pre-employment testing costs, revenues generated from testing services provided for other counties, along with health insurance and personnel cost increases. The Committee requests that Charbarneau gather the pre-employment testing costs for the last three years and use the average for the 2024 budget. Charbarneau will make some adjustments and bring the proposed budget back to the Committee for further review.

PUBLIC COMMENTS

No public present on Zoom or in the meeting room.

FUTURE AGENDA TOPICS

2024 Health Insurance Renewal
2024 LRES Department Budget

FUTURE MEETING DATES

September 13, 2023 at 9:00 a.m.
September 27, 2023 at 10:30 a.m.
October 13, 2023 at 9:00 a.m.
October 24, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:17 a.m.



Ted Cushing, LRES Committee Chairman

9/13/23

Date



Jenni Lueneburg, Committee Secretary

9/13/23

Date