

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**Committee Room #2, Oneida County Courthouse**  
**September 8, 2022 9:30 a.m.**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Scott Holewinski/Vice-Chairman, Bob Thome and Jim Winkler

**LRES COMMITTEE MEMBERS ABSENT:** Diana Harris (excused)

**ALSO PRESENT:** Lisa Charbarneau, Jenni Lueneburg (LRES); Alex Hegeman, Taylor Schmidbauer (Highway); Lisa Jolin (Solid Waste) Michael Fugle (Corporation Counsel); Steven Schreier, Linnaea Newman, Billy Fried (County Board); Trevor Greene via Zoom (Lakeland Times)

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

Chairman Cushing called the LRES Committee to order at 9:30 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 Winkler to approve today's agenda, giving the Chairman the ability to move around as needed. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Holewinski to approve the minutes of August 24<sup>th</sup>. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Motion by Thome to approve the bills and vouchers as presented. Second by Holewinski. All Committee members present voting 'Aye'. Motion carried.

**PUBLIC COMMENTS**

Fried discussed the potential big challenges to the county's 2023 budget and would like to recommend a joint meeting with the Administration Committee and LRES Committee to discuss options and strategies. Fried feels this needs to happen quickly since budget hearings are only three weeks away. Cushing concurs and says a joint meeting will be set during the future meeting date agenda topic. Cushing asked for any other comments; no further comments made.

**FUTURE MEETING DATES**

September 15, 2022 at 11:00 a.m. (joint meeting with Administration and LRES Committees)

September 21, 2022 at 9:00 a.m.

October 6, 2022 at 10:00 a.m.

October 19, 2022 at 9:00 a.m.

**HIGHWAY-COMMERCIAL DRIVER'S LICENSE EDUCATION COSTS-REIMBURSEMENT**

Hegeman reviewed previous discussions regarding the change to federal guidelines regarding obtaining a CDL (Commercial Driver's License), which now requires attending a registered training facility or school in order to obtain your CDL. Previously, the public could obtain the licensure on their own. Hegeman notes that the school is 3-6 weeks long and can cost \$4,000 to \$7,000. Previously the county would hire

**HIGHWAY–COMMERCIAL DRIVER’S LICENSE EDUCATION COSTS-REIMBURSEMENT  
(continued)**

employees without CDL’s into CDL required positions if they met the other requirements of the position and would allow the new hire up to six months to obtain their CDL. Now with the new regulations, this is often not an option since the school can be full-time and the cost is more than most people can afford, with no student aid offered. Hegeman notes that some employers are now hiring applicants without CDL’s and then paying their wages and school costs to obtain the CDL on work time, then having the new hire sign a contract agreeing to stay with the employer for a period of time. Discussion held. Hegeman notes that the courses tend to be longer since all aspects of CDL knowledge are taught, including over the road requirements such as log books that don’t obtain to the work done at the Oneida County Highway Department. Schreier inquired about getting someone certified in-house at the Highway Department to do CDL training; Hegeman is unsure of the feasibility of investing that cost since it would only be used every so often whereas Hegeman could see this being an option for a bigger county that hires more CDL employees on an annual basis. Charbarneau discussed the draft promissory note put together and proposes moving forward that Oneida County cover CDL school costs and wages for new hires and the employee would then agree to work for the county for 36 months or else have to pay back portions of the costs initially paid by the county. Hegeman says he would need to figure out where to find the money in his budget to cover these new costs. Charbarneau notes that if this committee agrees to move forward on this recommendation, she would still need Corporation Counsel to review the proposed promissory note. Discussion held. Motion by Holewinski to approve the request, pending review by Corporation Counsel. Second by Thome. All members present voting ‘Aye’. Motion carried.

**HIGHWAY DEPARTMENT RECRUITMENT UPDATE**

Lueneburg discussed the latest job postings completed for the vacant Diesel Mechanic position located at the Rhinelander Shop and the Equipment Operator position located at the Minocqua Shop. Lueneburg stated that very few applications were received and most had little to no highway maintenance experience. Discussion held. No motions or decision made.

**CLOSED SESSION**

Motion by Holewinski, second by Thome for the LRES Committee to go into closed session pursuant to section 19.85(1)(g) conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Topic: Case 3:22-cv-00460-wmc)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:03 a.m.

Staff present in closed session: Charbarneau, Lueneburg and Fugle

**RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION**

Motion by Thome, second by Winkler to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:15 a.m.

Cushing reports no motions or decisions were made in closed session. No motions made upon return to open session.

**PUBLIC COMMENTS**

No public present on Zoom or in the Conference Room.

**FUTURE AGENDA TOPICS**

Efficiency Report Update

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 10:19 a.m.

/s/ Ted Cushing  
Ted Cushing, Committee Chairman

September 21, 2022  
Date

/s/ Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

September 21, 2022  
Date