

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)  
COMMITTEE MINUTES  
Committee Room #2, Oneida County Courthouse  
September 13, 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, Jake Simkins, Jill Butzlaff (Sheriff); Jason Rhodes (ITS); Linnaea Newman, Steven Schreier (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 agenda, giving the Chairman discretion to move between agenda items as needed. Second by Harris. All Committee members voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Holewinski to approve the minutes of August 30<sup>th</sup> as presented. Second by Winkler. All Committee members voting 'Aye'. Motion carried.

**INVOICES PAID REPORT AND BUDGET/ACTUAL REPORT**

Charbarneau presented the Invoices Paid Report and Budget/Actual Report, noting that all expenses listed are normal items. Brief discussion held on the pre-employment testing budget line being over budget due to a large amount of recruiting; Charbarneau says the budget amount hasn't increased in many years and is overdue to be increased.

**PUBLIC COMMENTS**

No public available on Zoom or in the Committee Room for comments.

**WORKERS COMPENSATION REPORT**

Charbarneau summarized the workers compensation report provided; discussion held. Charbarneau notes one bigger claim remains open which will be closed in the coming months. Overall, the claims experience for the county has been very good, allowing for dividend returns. No motions made.

**2024 HEALTH INSURANCE RENEWAL UPDATE**

Charbarneau says the LRES Office will be receiving the final 2024 Health Plan renewal numbers at the end of the week. Based on previous conversations, the health plan renewal is projected at an 8% - 10% increase in premiums. Charbarneau has looked at the state health plan to see if it could be a cost savings but has found that there would be a large subsidy owed in order to join, and the state is now projecting a renewal rate of 14%, therefore the state plan would not be an option for 2024. Charbarneau will be talking with the county benefits consultant, Cottingham & Butler, regarding if it is appropriate to go out for bids on the 2024 county health plan. Charbarneau will bring more information to the next meeting.

### **CLOSED SESSION**

Motion by Holewinski, second by Harris 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: Market Wage/Level Adjustment for the ITS Director).

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 9:09 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Newman, Schreier and Rhodes

### **RETURN TO OPEN SESSION**

Motion by Harris, 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 9:45 a.m. Cushing reports that no decisions or motions were made in closed session.

### **ITS DIRECTOR MARKET PLACEMENT RESOLUTION**

Motion by Winkler to approve the resolution, moving the ITS Director from Grade R, Step 10 to Grade S, Step 8 and to forward the resolution onto the County Board for further consideration, with current year increased funds to come from the current department budget. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

### **2024 LRES DEPARTMENT BUDGET**

Charbarneau brought back the 2024 LRES budget discussed at the last meeting. Based on suggestions at the last meeting, Charbarneau updated the line items for personnel costs, pre-employment testing and training. Charbarneau notes that the pre-employment line item was based on the average costs incurred in that line item over the last three years, and Charbarneau feels these costs will remain high since increased recruiting efforts do not appear to be slowing down. Discussion led by Jensen on the need to increase the small training budget for LRES. Charbarneau discussed changes to the Flexible Spending Account administration line item, noting the changes are solely due to the change in budgeting strategy by the Finance Director. Charbarneau says the increase in the Employee Assistance Services program cost is due to the county only getting charged for 10 months in 2023 and will now need pay the full 12 month cost for 2024. Charbarneau feels the program is being well utilized and was happy with the training the program provided to employees and Department Heads at the program start in March 2023. Brief discussion held. Motion by Cushing to accept the LRES 2024 budget as presented. Second by Harris. All Committee members voting 'Aye'. Motion carried.

### **PUBLIC COMMENTS**

No public available on Zoom or in the Committee Room for comments.

### **FUTURE AGENDA TOPICS**

Jensen suggests discussing a potential referendum with the Administration Committee in order to get feedback from tax payers regarding their priorities for the 2024 county budget.

### **FUTURE MEETING DATES**

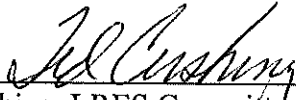
September 27, 2023 at 10:30 a.m.

October 13, 2023 at 9:00 a.m.

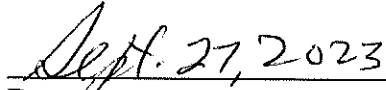
October 24, 2023 at 9:00 a.m.

**ADJOURNMENT**

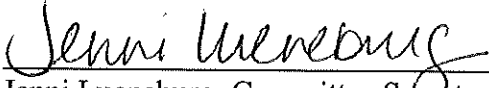
Cushing announced the adjournment of the LRES Committee meeting at 10:25 a.m.



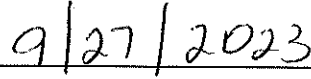
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Ted Cushing, LRES Committee Chairman



\_\_\_\_\_  
Date



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Jenni Lueneburg, Committee Secretary



\_\_\_\_\_  
Date