

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
September 21, 2022 9:00 a.m.

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Kyle Franson (Register of Deeds); Sara Chiamulera (Land Information); Lindsey Kennedy (Buildings & Grounds); Jason Rhodes (ITS); Alex Hegeman (Highway); Mary Rideout (Social Services); Brenda Behrle (Clerk of Courts); Jake Truitt (Forestry); Michael Fugle (Corporation Counsel); Dan Hess, Jill Butzlaff (Sheriff's Office)

ALSO PRESENT VIA ZOOM: Linda Conlon (Public Health); Lisa Jolin (Solid Waste); Linnaea Newman (County Board)

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 in accordance with the Wisconsin Open Meeting Law, and complies with the Americans with Disabilities Act. Holewinski will be running the meeting today based on Chairman Cushing's limited attendance on Zoom.

APPROVAL OF AGENDA

Motion by Thome to approve the agenda for today's meeting. Second by Winkler. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Winkler to approve the minutes of September 8, 2022. Second by Thome. All Committee members voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Charbarneau reports no bills or vouchers to review.

PUBLIC COMMENTS

No comments from participants in the meeting room or on Zoom.

2023 BUDGET RECOMMENDATIONS

2023 HEALTH INSURANCE RENEWAL: Charbarneau reports that Aspirus Health Plan issued a 2023 renewal rate with a 10% premium increase for all plans. The county's benefit consultant was able to get the increase down to 8% and then with a change to the plan's network design, the increase was then brought down to 6%. Charbarneau spoke with the county's previous carrier, Group Health Trust, and they noted that most plans are seeing an average increase of 8% so the 6% increase was below market average and going out to bids would most likely not help. Charbarneau discussed the high inflation in 2022 and the effects this had on health care costs plus going out for health plan bids will delay open enrollment activities by up to six weeks. Discussion held. Holewinski feels the county should go out for health plan bids; Harris concurs. Smigielski notes that a 4% increase was worked into the 2023 draft budget. Motion by Harris to go out for bids for the 2023 health insurance plan. Second by Winkler. All Committee members voting 'Aye'. Motion carried.

2023 BUDGET RECOMMENDATIONS (continued)

2023 COST OF LIVING ADJUSTMENT (COLA): Charbarneau provided the CPI-U (Consumer Price Index – Urban) rates from the Wisconsin Employment Relations website, which have been customarily used by the county to determine COLA increases for all non-union county employees along with comparables. Charbarneau noted a January 2023 rate of 7.17%, which would cost approximately \$943,000 to implement. Smigielski says the initial 2023 budget allows for a 3.25% COLA and the total increase in tax levy for 2023 is approximately \$479,000. Discussion held. Winkler feels the next step is to start cutting positions in order to meet budget. Butzlaff feels the county should stick with the CPI-U percentage in order to remain competitive with recruitment and retention of employees. Holewinski agrees that the appropriate raises are needed and this will mean cuts in order to find the funds. Hess provided comments about not adding positions and focusing on taking care of the employees currently employed with the county. Thome agrees with needing to find a way to fund the CPI-U increase listed; Harris concurs. Holewinski discussed the approximately 136 county programs, in which about 50 are non-mandated; discussion held. Smigielski says if this Committee proceeds with the 7.17%, it would be taken from the contingency fund at this time since budgets are already submitted. Charbarneau feels the efficiency study needs to be used when considering cuts since asking departments to bring forward options will not be successful. Motion by Winkler that based on what information we have today, that we look at drawing down the non-mandated programs and the department heads come back in November to justify their non-mandated programs. No second on the motion. Motion denied. Motion by Holewinski to use the 7.17% CPI-U Charbarneau provided along with the recommendation and forward to Administration Committee. Second by Harris. All Committee members present voting ‘Aye’. Motion carried.

NON-EXEMPT POSITIONS FROM 1950 TO 2080 HOURS PER YEAR: Charbarneau discussed the direction given to department heads to find options in their 2023 budgets to move their Non-Exempt employees to 2080 annual hours, yet only a few departments were able to accomplish this task. Based on 2023 budgets submitted, the county budget would need an additional \$200,000 in order to get remaining Non-Exempt positions to 2080 annual hours. Charbarneau recommends giving departments a year or two to make these adjustments so if cuts are needed, they can be done by attrition. Harris inquired why changing annual hours to 2080 is needed. Charbarneau and Lueneburg discussed recommendations made by consultant Carlson Dettmann to bring all positions to 2080 annual hours in order to remain competitive in the employment market. Harris feels some people may not want more hours and feels this request isn’t feasible at this time. Further discussion held. Holewinski recommends putting the topic to rest for the 2023 budget season. Smigielski notes that some departments, such as Social Services, were able to make the 2080 annual hours work in their 2023 budget, therefore departments that were able to make the change should still move forward with the annual hour change for 2023 and Holewinski’s suggestion would only be for departments that were not able to find room in their 2023 budget. Smigielski notes that 1950 annual hours is very unusual in the employment market. No motion or decisions made.

VACANT POSITIONS NOT REQUIRD TO FILL: Charbarneau reviewed the list of current vacancies provided and feels all positions listed will be important to fill due to necessity. Brief discussion held.

HIRING FREEZE – EXEMPT SAFETY RELATED POSITIONS: Charbarneau discussed the previously used vacancy review process, which involved the LRES Committee reviewing vacant positions for necessity. The LRES Committee then eliminated the process and gave the Human Resources Director the ability to review vacancies to determine necessity. Charbarneau says the Public Safety Committee recently discussed the need to restart the Committee vacancy review process again. Discussion held with no motion or decisions made to change the process at this time.

2023 BUDGET RECOMMENDATIONS (continued)

LIMITED TERM EMPLOYEES – TAX LEVY FUNDED: Charbarneau says she was directed by the Committee to bring forward a list of LTE positions that were funded by tax levy. Charbarneau says based on the printout provided, not many tax levy funded LTE hours are used. Charbarneau discussed the value of LTE positions to the county, which do not require benefit costs, and also provide flexibility for departments. Holewinski discussed the LTE Law Clerk costs. Charbarneau says for 2022, Oneida County pays 66% of the costs and Vilas County pays 34% of the costs but for 2023, Vilas has now agreed to moving the position to 2080 annual hours and paying 40% for the position, if Oneida County pays 60% for the position. Charbarneau discussed the previous costs incurred on the LTE Law Clerk to cover retirement and other WRS benefits since the LTE Law Clerk has been kept past the WRS allowed 12 months of employment. Holewinski feels based on this information, no changes should be made to the tax levy based LTE positions for 2023 at this time and department heads can decide in the budget process if they want to continue the LTE positions amidst potential cuts.

WORK WITH OTHER MUNICIPALITIES/DUPLICATE SERVICES AND COST SAVINGS:

Charbarneau discussed attempts to collaborate with the city and school district in the past for projects and benefits, with very little success. Discussion held on additional collaboration options including the jail and AIS (Aquatic Invasive Species) programs to name a few. Charbarneau will continue to watch for opportunities. No motions or decisions made.

CLOSED SESSION

Motion by Winkler, 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) and section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee (Topics: Correction Sergeant Compensation, HR Director Performance Evaluation)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:54 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Hess, Butzlaff, Fugle, Smigielski and Newman

RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION

Motion by Thome, second by Harris to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 10:55 a.m.

Holewinski reports in closed session, the Human Resources Director's Performance Evaluation was completed.

Based on closed session discussion, the following motion was made:

Motion by Harris to approve the additional step increase request for the Corrections Sergeant employee, with additional funds needed to come from the Sheriff's Office budget. Second by Thome. Roll call vote taken with Harris, Thome, Cushing and Winkler voting 'Aye' and Holewinski abstaining from vote. Motion carried.

2023 BUDGET RECOMMENDATIONS - NON-EXEMPT POSITIONS FROM 1950 TO 2080

HOURS PER YEAR:

Holewinski revisited the agenda topic previously discussed and based on further discussion, Holewinski recommends moving forward with the topic in the 2023 budget. Motion by Holewinski to forward the proposal to move all remaining Non-Exempt positions to 2080 annual hours to the Administration Committee, and the budget will get adjusted accordingly. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments from participants on Zoom and no public present for comments in meeting room.

FUTURE AGENDA TOPICS

Efficiency Report Update

FUTURE MEETING DATES

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

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

ADJOURNMENT

Holewinski announced the adjournment of the LRES Committee meeting at 10:59 a.m.

/s/ Ted Cushing
Ted Cushing, Committee Chairman

October 19, 2022
Date

/s/ Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

October 19, 2022
Date