

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
September 27, 2023 10:30 a.m.**

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

ALSO PRESENT IN PERSON OR VIA ZOOM: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Jake Simkins, Dan Hess, Jill Butzlaff (Sheriff's Office); Jeri Cooper (Highway); Steven Schreier (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:30 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, allowing the Chairman to move around on topics as needed. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Jensen to approve the minutes of September 13th as presented. Second by Winkler. All Committee members voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No comments made from the public on Zoom or in the meeting room.

2024 WORKERS COMPENSATION MODIFICATION FACTOR

Charbarneau reports the updated Workers Compensation modification factor came in at .81, which is an increase from the previous .7 factor, mainly due to one big claim in 2022. Charbarneau says the factor is based on the last three years of claims and any factor below a 1 means the county will be getting a dividend check back so the .81 factor is still good. Brief discussion, with Holewinski noting the significant improvement in work comp claims over the last couple years. No motions made.

2024 HEALTH INSURANCE RENEWAL UPDATE

Charbarneau says previously, Aspirus Health Plan provided a 12.8% increase in the 2024 health plan renewal. Charbarneau had discussions with the county's benefit consultant, Cottingham and Butler, and they were able to talk Aspirus Health Plan down to a 9.9% renewal increase. The increased renewal is due to several very high cost claimants. Charbarneau says the county has gone out for bid several times in the last couple years and most vendors wouldn't bid the county's plan. Charbarneau says the 2024 proposed budget has a 9% health plan renewal increase built into it already and Smigielski confirmed that she will now add the additional .9% increase figure. Further discussion held. No motions made.

2024 WAGE INCREASE

A handout was provided to the Committee regarding the WERC CPI-U (Wisconsin Employment Relations Commission Consumer Price Index-Urban) rate for 2015-2023 versus the actual cost of living provided to Oneida County employees for 2015-2023. The handout notes that the county has followed the CPI-U rate within -.01% of the actual over the last 8 years. Charbarneau discussed the 6.26% CPI-U rate as of now for 2024 wages. Smigielski says for each .25% increase, it adds \$80,000 to the annual budget. No motions made.

Cushing left for the remainder of the meeting at 10:43 a.m.

CLOSED SESSION

Motion by Jensen, 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: Correction Officer compensation), and Section 19.85(1)(e) for purposes of deliberating the County's position in a matter relating to collective bargaining under subchapters I, IV or V of chapter 111, stats. when bargaining reasons require a closed session. Pursuant to section 19.82(1) stats., the Committee is not considered a government body whenever it is meeting for purposes of collective bargaining under subch. I, IV, or V of chapter 111, stats. (Topic: Leave of Absence request)

Roll call vote taken with all members voting in the affirmative. Motion carried. Committee went into closed session at 10:44 a.m.

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

RETURN TO OPEN SESSION

Motion by Winkler, 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 11:13 a.m.

Upon return to open session, Holewinski reports that no decisions or motions were made in closed session. In open session, a motion was made by Jensen to hire the Corrections Officer at Grade G, Step 3 and to start them at year 3 on the PTO schedule due to their previous employment with Oneida County. Second by Harris. Roll call vote taken with all voting in the affirmative. Motion carried.

PUBLIC COMMENTS

No public available for comment in the meeting room or on Zoom.

FUTURE AGENDA TOPICS

Any agenda items should be forwarded to Cushing or Charbarneau.

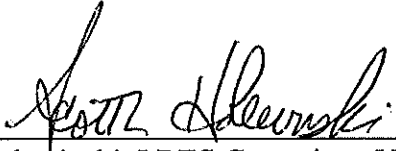
FUTURE MEETING DATES

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

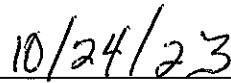
October 24, 2023 at 9:00 a.m.

ADJOURNMENT

Holewinski announced the adjournment of the LRES Committee meeting at 11:14 a.m.



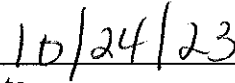
Scott Holewinski, LRES Committee Vice Chairman



Date



Jenni Lueneburg, Committee Secretary



Date