

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES**  
**Committee Room #2, Oneida County Courthouse**  
**October 26, 2021 9:00 a.m.**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Billy Fried/Vice-Chairman, Dave Hintz, Sonny Paszak and Scott Holewinski

**ALSO PRESENT IN PERSON:** Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Mary Rideout, Joel Gottsacker (Social Services/ADRC); Jason Rhodes (ITS); Andy Kaftan (Corporation Counsel); Grady Hartman, Daniel Hess (Sheriff's Office); Paul Fiene (Forestry)

**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 Paszak to approve today's agenda. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

**APPROVAL OF MINUTES**

Motion by Holewinski to approve the minutes of October 13<sup>th</sup>. Second by Fried. All Committee members voting 'Aye'. Motion carried.

**APPROVE BILLS AND VOUCHERS**

Committee reviewed bills and vouchers presented by Charbarneau. Motion by Cushing to approve the bills and vouchers as presented. Second by Hintz. All Committee members voting 'Aye'. Motion carried.

**RESOLUTION: 2022 COLA (COST OF LIVING ADJUSTMENT)**

Charbarneau presented a resolution for a 2% COLA for all non-represented employees effective January 2022. Brief discussion held. Motion by Cushing to approve the resolution for the 2022 COLA and forward onto the County Board for their consideration. All Committee members voting 'Aye'. Motion carried. Committee agrees to add the resolution as a consent agenda item.

**RESOLUTION: ADJUST EXEMPT SALARY WAGE SCHEDULE TO MARKET**

Charbarneau says the resolution for this agenda topic is not ready and will be discussed at the next meeting.

**RESOLUTION: DEMENTIA CARE SPECIALIST POSITION**

Rideout states funding was received for her to add a 50% Dementia Care Specialist position. Based on eliminating a vacant 60% ADRC Specialist position along with the new funding, Rideout is proposing creating a full-time Dementia Care Specialist position. Brief discussion held. Motion by Holewinski to approve the Dementia Care Specialist position as presented and forward onto the County Board for consideration. Second by Paszak. All Committee members voting 'Aye'. Motion carried. Committee agrees to add the resolution as a consent agenda item.

**PUBLIC COMMENTS**

No comments by participants present in the meeting room; no participants present on Zoom.

### **ORDINANCE AMENDMENT: CHAPTER 3 – FINANCE AND TAXATION**

Smigielski says based on prior discussions, the county plans to implement a stipend to replace the previous meal reimbursement process for traveling. Changing to a stipend will simplify the process for both employees and Finance. Brief discussion held. Motion by Paszak to approve the Chapter 3 ordinance amendment as discussed. Second by Hintz. All Committee members voting ‘Aye’. Motion carried.

### **CLOSED SESSION**

Motion by Holewinski, second by Hintz 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; and section 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; and section 19.85(1)(g) for purposes of conferring with legal counsel concerning strategy to be adopted by the government body with the respect to litigation in which it is or is likely to become involved. (Topics: LIO Staff Compensation; Network Analyst Compensation; Complaint from the public; employee reinstatement policies and procedures; bullying complaint – Assistant Zoning Director; Facilities Director performance data; employee termination policy and procedures - Forestry)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 9:11 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Smigielski, Hartman, Kaftan and Rhodes

### **RETURN TO OPEN SESSION**

Motion by Cushing, second by Paszak to return to open session. Roll call vote taken with all members voting in the affirmative. Motion carried. Committee returned to open session at 11:04 a.m.

No motions were made in closed session. Cushing reports that potential litigation issues were discussed in closed session. Upon return to open session, the following motion were made:

Motion by Holewinski to approve the Land Information staff member compensation for \$6,000 as a performance bonus and an additional \$1,500 payment based on submitting an approved succession plan by the LRES Committee. Second by Paszak. Roll call vote taken with all members voting ‘Aye’. Motion carried.

Motion by Holewinski to approve moving the Network Analyst to Step 4 based on a good performance evaluation. Second by Fried. Roll call vote taken with all members voting ‘Aye’. Motion carried.

### **2022 DENTAL AND VISION PLAN RENEWALS**

Charbarneau reports that the county will be going with The Standard for 2022 vision and dental coverage. This change will result in a 2% reduction in dental premiums and the same rates for vision in 2022. Charbarneau notes that vision and dental costs are paid in full by the employee. Motion by Holewinski to approve the 2022 Dental and Vision Plan Renewals. Second by Paszak. All Committee members voting ‘Aye’. Motion carried.

**PUBLIC COMMENTS**

No comments by participants present in the meeting room; no participants present on Zoom.

**FUTURE AGENDA TOPICS**

Exempt Salary market wages

**FUTURE MEETING DATES**

November 10, 2021 at 9:00 a.m.

November 23, 2021 at 9:00 a.m. (tentative)

**ADJOURNMENT**

Cushing announced the adjournment of the LRES Committee meeting at 11:08 a.m.

/s/Ted Cushing  
Ted Cushing, LRES Committee Chairman

November 10, 2021  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

November 10, 2021  
Date