

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
October 28, 2020 9:00 a.m.

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg via Zoom (LRES); Darcy Smith (Finance); Mike Romportl (Land Information); Mary Rideout (Social Services); Tracy Hartman (County Clerk); Joel Gottsacker (ADRC); Grady Hartman (Sheriff); 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 the County Board Room 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 Hintz to approve today's agenda. Second by Fried. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Motion by Holewinski to approve the minutes of October 9th. Second by Fried. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

No public comments.

VOUCHERS, REPORTS AND BILLS

Charbarneau discussed the vouchers submitted in the amount of \$3,489.02, noting that the \$250 cost to review the Geospatial Analyst by Carlson-Dettmann would be later pulled from the Land Information budget. Brief discussion. Motion by Hintz to approve the vouchers. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

GEOSPATIAL ANALYST RECLASSIFICATION – DISCUSSION/RESOLUTION

Charbarneau reviewed the request by Romportl to reclassify the Geospatial Analyst position (previously called GIS Specialist). Carlson Dettmann's review of the position determined that the position was set in the correct wage grade level but the Committee may want to consider moving the position from Non-Exempt to Exempt status. Charbarneau notes if the status was changed, it would need to be Exempt-Hourly which would allow the position to accrue overtime at straight time, unlike other Exempt positions. Romportl notes that there is minimal overtime in the position. Charbarneau further explained Exempt-Hourly and notes that other positions such as Social Workers and Nurses are classified as Exempt-Hourly given the nature of the work. Fried suggests moving the position to regular Exempt and changing the annual hours from 1950 to 2080 to simplify. Charbarneau says this change would mean a 6% increase in the position's wages whereas staying at the 1950 annual hours on an Exempt-Hourly status would still be less additional cost overall. Charbarneau notes that if the position is moved to Exempt-Hourly, this would give additional steps to the position on the wage schedule. Smith provided the additional cost to the county in future years based on the additional steps. Romportl provided input on his reasons for wanting to move the position to Exempt-Hourly including doing higher level duties. Further discussion held on Exempt-Hourly. Smith clarified that this change would not cause compression issues. Fried notes that based on Carlson-

GEOSPATIAL ANALYST RECLASSIFICATION – DISCUSSION/RESOLUTION (continued)

Dettmann's summary of their review, they caution the Committee on making this change; further discussion held. Motion by Paszak to approve moving the Geospatial Analyst to Exempt-Hourly status. Second by Cushing. Romportl provided additional comments on budgeting for the reclassification. Fried discussed being in favor of moving the position to Exempt but doesn't agree on the position still being considered hourly for overtime purposes, and felt the goal of this Committee was to move employees from 1950 to 2080 annual hours. Romportl notes that the request to move positions in his office to 2080 annual hours was brought up previously and denied by this Committee. Further discussion held. Romportl confirms that the Committee of Jurisdiction has already approved this request. Cushing amended the motion to approve the resolution for the change and forward onto County Board. Roll call vote taken with Hintz, Cushing, Paszak and Holewinski voting 'Aye' and Fried voting 'Nay'. Motion carried.

RESOLUTION: ADRC DSS ALLIANCE

Charbarneau provided a resolution to the Committee that would approve the combining of the ADRC (Aging and Disability Resource Center) and DSS (Department of Social Services). Charbarneau says Corporation Counsel Brian Desmond reviewed the resolution and made a couple suggestions including not calling this action an alliance or merger but rather a combining of departments which is the correct legal description. The resolution proposes making the ADRC and all its employees a division of Social Services, eliminating the ADRC Director, creating an ADRC Manager position at Grade N with the Interim ADRC Director/formerly Assistant ADRC Director assuming the role of ADRC Manager, increase three ADRC Specialists to 2080 annual hours, eliminate one full-time Social Worker position, the committee of jurisdiction shall remain the same until an ordinance amendment is made, and for the combined structure to be reviewed on an ongoing basis. The total tax levy cost savings for the combining of the ADRC and DSS is \$148,026 and has already been built into the proposed 2021 budget. Motion by Holewinski to approve the ADRC/DSS combining and forward the resolution to the County Board. Second by Cushing. Paszak feels there is a large percentage of senior citizens in Oneida County and asked if this change will hurt that population. Cushing feels based on previous discussions, there is a mutual agreement between the two departments that this change will do nothing more than merge the administrative functions of the two departments. Charbarneau states at the last Committee meeting, Social Services Director Mary Rideout and ADRC Interim Director Joel Gottsacker were asked if the senior citizen population would be hurt in any way by this merger and both Rideout and Gottsacker confirmed that this change would not hurt Oneida County senior citizens and was mainly a combining of administrative functions of both departments. Rideout notes that in meetings, it has been agreed that in the event the combining of the two departments is later found to hurt the seniors of Oneida County, they would be coming back to the Committee to correct items or reverse the decision all together. Overall, Rideout says she wants to see no diminish of services in either departments and hopes that the combining of staff is found to improve services to Oneida County seniors. Charbarneau discussed the concerns voiced by the ADRC Board. Charbarneau has talked with other counties that combined ADRC and Social Services and those counties felt the move was helpful due to increased resources, efficiencies and knowledge within the combined unit. Committee voted on motion with all members voting 'Aye'. Motion carried.

RESOLUTION: 2021 COST OF LIVING ADJUSTMENT

Charbarneau referenced the draft resolution provided to the Committee regarding the proposed 1.56% COLA increase for 2021, based on the CPIU (Consumer Price Index-Urban). Charbarneau says this is also the number added to the proposed 2021 budget by the Administration Committee that will be reviewed by the County Board at their November 10th meeting. Fried voiced his support for approving a flat dollar COLA increase rather than a percentage to give all employees equal increases. Charbarneau says a

RESOLUTION: 2021 COST OF LIVING ADJUSTMENT (continued)

percentage increase is used in order to keep the wage schedule in line with market rates. Discussion held on step increases still being issued for good performance in addition to the COLA increase. Smith noted that approximately \$173,000 was added to the 2021 budget for the COLA increase. Motion by Cushing to approve the 1.56% 2021 COLA increase and forward the resolution onto the County Board. Second by Paszak. All Committee members voting 'Aye'. Motion carried.

AFFORDABLE EMPLOYEE HEALTHCARE COMMITTEE UPDATES/RECOMMENDATIONS

Hintz discussed the 2021 health plan, noting changes to the carrier and plan design along with the addition of a HSA (Health Savings Account) plan. Charbarneau notes there is a meeting of the Affordable Employee Healthcare Committee to discuss the HSA plan and details of the employer contributions. Charbarneau says the county will continue the Priority Medical Partners/Erdmann Nearsite Clinic due to employees noting in the employee survey how much they appreciated that clinic but the Committee will need to decide whether to do a direct pay or membership model with the clinic moving forward. Charbarneau discussed the HSA plan further, noting significant cost savings to the employees and county for participants that decide to change to the HSA plan. Charbarneau says she will bring back the final cost savings numbers to the Committee after open enrollment is completed and 2021 enrollment figures are determined. Hintz notes that there is a chance that the final numbers may still show an increase depending on enrollments but the increase will still be significantly less than had the county continued on the GHT (Group Health Trust) plan, given the final GHT 7% premium increase quoted for 2021. Holewinski would like to see more information provided to the Committee on the health plan terminology; Charbarneau will provide written information.

FUTURE MEETING DATES

- November 11, 2020 at 9:00 a.m.
- November 24, 2020 at 9:00 a.m.
- December 9, 2020 9:00 a.m.
- December 22, 2020 9:00 a.m.

FUTURE AGENDA TOPICS

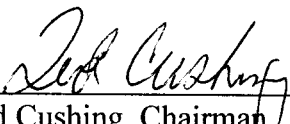
- LRES Project Report
- 2021 Employee Benefits

PUBLIC COMMENTS

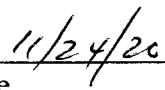
No public comments

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:48 a.m.



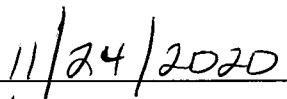
Ted Cushing, Chairman



Date



Jenni Lueneburg, Committee Secretary



Date