

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
November 2, 2022 9:00 a.m.

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

LRES COMMITTEE MEMBERS ABSENT: Jim Winkler (excused)

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (LRES); Mike Fugle (Corporation Counsel); Sara Chiamulera (Land Information); Linda Conlon (Public Health); Troy Huber, Lindsey Kennedy (Buildings & Grounds); Jason Rhodes (ITS); Alex Hegeman (Highway); Traci Running (Clerk of Court); Tara Ostermann (Treasurer); Kyle Franson (Register of Deeds); Paul Fiene (Forestry); Patti Finlan (Branch II); Dan Hess, Jill Butzlaff (Sheriff's Office); Lisa Jolin (Solid Waste); Crystal Schaub (Medical Examiner); Tracy Hartman (County Clerk); Karl Jennrich (Planning & Zoning); Steven Schreier, Russ Fisher (County Board)

ALSO PRESENT VIA ZOOM: Tina Smigielski, Cheryl Cummings (Finance); Billy Fried (County Board), Joel Gottsacker (ADRC); Terri Hook (Sheriff's Office)

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 Harris to approve today's agenda. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

Thome notes correction to the spelling of the word "Health" on page 2. Motion by Thome to approve the minutes presented with the noted change. Second by Harris. All Committee members present voting 'Aye'. Motion carried.

APPROVE BILLS AND VOUCHERS

Brief discussion. Motion by Holewinski to approve the bills and vouchers as presented. Second by Cushing. All Committee members present voting 'Aye'. Motion carried.

PUBLIC COMMENTS

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

EMPLOYEE HANDBOOK UPDATES – PREMIUM PAY

Charbarneau discussed the proposed amendment to the Employee Handbook to allow employees to get premium pay for working on a designated closure day or the actual holiday that the closure day was intended for, but cannot get premium pay for both. Charbarneau states sometimes if a closure day falls on a weekend, either the previous Friday or following Monday are considered the closure day. In that instance, if the employee worked the Friday or Monday closure day and actual holiday that fell on the weekend, they could not get premium pay for more than one day in that instance. Discussion held on

EMPLOYEE HANDBOOK UPDATES – PREMIUM PAY (continued)

the Departments this may effect; Committee agrees not to list specific Departments since many departments have the potential to run into this situation. Holewinski requests to correct the first line in the amendment to read “Departments that follow the schedule of observed Courthouse holidays”. Motion by Holewinski to approve the premium pay discussed on agenda item 4. Second by Thome. All Committee members present voting ‘Aye’. Motion carried.

EMPLOYEE HANDBOOK UPDATES – HEALTH INSURANCE AT RETIREMENT

Charbarneau requests to remove the language in the Employee Handbook that specifies that a retiree must apply for an annuity with the Wisconsin Retirement System as part of the eligibility to participate in the retiree health plan. Charbarneau says the LRES department hasn’t been tracking this on retirees and feels whether a retiree starts taking an annuity at retirement doesn’t affect the county in any way. Brief discussion. Motion by Cushing to approve the changes regarding the health insurance at retirement. Second by Harris. All Committee members present voting ‘Aye’. Motion carried.

COMMERCIAL DRIVER’S LICENSE (CDL) PROMISSORY AGREEMENT

Charbarneau discussed the CDL Promissory Agreement discussed a few meetings ago, which would help Highway Department employees with the costs to obtain the required CDL licensure. In return, the employee would agree to stay with the county for three years or else they would need to repay CDL licensure costs. Charbarneau says she has had several other departments including Forestry and Solid Waste approach her about their department’s need for CDL licenses for certain positions and would like to be allowed to use the agreement as the need occurred in the county. Discussion held. Motion by Thome to approve the use of the pre-employment agreement as presented. Second by Cushing. All Committee members present voting ‘Aye’. Motion carried.

2023 COST OF LIVING ADJUSTMENT (COLA)

Charbarneau provided information to the Committee regarding what other counties are doing for 2023 COLA, along with a history of wage and market studies completed by Oneida County, with the current wage schedule being set at 50% of market. Charbarneau discussed the drastic changes to the employment market over the last few years, noting that many food and retail employers in the area have provided significant pay increases in order to retain and recruit staff. Charbarneau feels the 7.17% COLA already included in the proposed 2023 budget will provide a fair increase to hopefully retain current staff and recruit new employees for the large number of vacant county positions. Holewinski notes that Medicare costs are increasing more than Social Security payments, therefore he has a hard time approving this type of increase; discussion held. Charbarneau noted that over 80 employees will not get a performance step increase in 2023 and many of these employees are eligible for retirement. Charbarneau noted that hiring bonuses are not effective since they do not help retain staff and also reduce employee morale of long-term employees. Charbarneau clarified that even though funds are already reserved for the increase, the Committee will need to decide how to direct the County Board to allocate the funds. Discussion held. Thome feels an across-the-board COLA should be provided and feels the recruitment issues for certain departments should be handled separately at a different time. Thome also agreed that hiring bonuses are not effective. Lueneburg provided comments on the difficulties the county has faced the last two years with hiring as the amount of “working age” people continue to shrink as the baby-boomer population retires. Lueneburg notes previous discussions regarding many job seeker’s preference for scheduling flexibility, and feels most of the county jobs can’t offer flexibility due to the nature of the positions such as Corrections Officers, therefore the county needs to become competitive in wages to make up for the lack of flexibility. Other comments were made by several department heads present on the need to retain

2023 COST OF LIVING ADJUSTMENT (continued)

the knowledgeable employee base already in place. Discussion held regarding the potential to split the increase in order to save money. Schreier noted that the County Board received a significant increase to their wages in a previous year; Holewinski noted that in years past, the County Board also took pay cuts. Holewinski feels more comparables are needed and even if the proposed across-the-board increase is agreed to today, the proposal would still need to go through the County Board at their November meeting. Further discussion held. Motion by Harris to propose the across-the-board 7.17% COLA increase and forward to the County Board for review. Second by Thome. All Committee members present voting 'Aye'. Motion carried.

2023 BENEFIT CHANGES – ACCRUAL OF PAID TIME OFF BASED ON 8 HOUR DAYS:

Charbarneau discussed the move of all remaining non-union employees to 2080 annual hours. Due to this change, 2023 PTO accruals will be based on an 8 hour work day rather than a 7.5 hour workday. Brief discussion, with no motion needed.

2023 BENEFIT CHANGES – PAID TIME OFF ANNUAL ALLOTMENT

Charbarneau says previously, the Committee had discussed potentially removing the nine paid holidays from the annual PTO allotment due to issues with employees not holding enough PTO in their banks to pay for year-end holidays, and avoid paying out holidays to employees that terminate employment mid-year. The Sheriff's Department had disagreed in previous discussions with the proposal due to the 24-hour nature of their department. Charbarneau discussed the meeting held between Finance, LRES, Corporation Counsel, Highway and the Sheriff's Office to discuss the matter, in which the Sheriff's Office proposed a four day holiday bank instead of the proposed nine day holiday bank. The Sheriff's Office voiced their concerns of not being able to use the proposed nine-day bank (which would be a floating holiday bank for certain positions) due to their staffing shortages and any hours not used in the holiday bank would be lost at the end of the year. Charbarneau says she met with the other department heads and they felt the nine-day holiday bank would be manageable for their offices. Smigielski notes that this change would be a cost savings to the county and now is a good time to implement this change with the upcoming payroll software change. The Sheriff's Office voiced further concerns on the ability for their staff to use the time, given the large staffing shortages. Discussion held; no motions made.

CLOSED SESSION

Motion by Cushing, 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)

Roll call vote taken; all members voting in the affirmative. Motion carried. Committee went into closed session at 10:22 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Schreier, Fisher, Smigielski and Fugle

RETURN TO OPEN SESSION AND ANNOUNCEMENTS FROM CLOSED SESSION

Motion by Holewinski, 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 10:34 a.m. Cushing reports in closed session, no motions or decisions were made.

PUBLIC COMMENTS

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

FUTURE AGENDA TOPICS

None

FUTURE MEETING DATES

November 17, 2022 at 1:00 p.m.

December 7, 2022 at 9:00 a.m.

December 21, 2022 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:35 a.m.

/s/ Ted Cushing
Ted Cushing, Committee Chairman

11-17-2022
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

11-17-2022
Date