

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1<sup>st</sup> Floor Conference Room, Oneida County Courthouse**  
**September 30, 2015**

**LRES COMMITTEE MEMBERS PRESENT:** Ted Cushing/Chairman, Dave Hintz, Carol Pederson, Sonny Paszak, Billy Fried

**ALSO PRESENT:** Lisa Charbarneau (Labor Relations/Employee Services); Grady Hartman (Sheriff's Office); Freeman Bennett (Highway); Margie Sorenson (Finance); Luann Brunette (Buildings & Grounds); Jenni Lueneburg (secretary)

**CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS**

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1<sup>st</sup> Floor Conference Room of the Oneida County Courthouse. It was noted that this meeting had been properly posted in accordance with the Wisconsin Open Meeting Law and meets the requirements of the Americans with Disabilities Act.

**APPROVE AGENDA**

Motion by Paszak to approve the amended agenda for today's meeting. Second by Pederson. All members present voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Hintz to approve the minutes of September 1, 2015 and September 9, 2015. Second by Paszak. All member present voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Motion by Paszak to approve the vouchers and bills. Second by Fried. All members present voting 'Aye'. Motion carried.

**CORRECTIONS OFFICER VACANCY REVIEW APPEAL**

Hartman reports that this is a standard vacancy review appeal for a Corrections Officer position. The person previously in the position resigned. The Sheriff's Office has exhausted the previously compiled eligibility list and will once again be advertising the position. Discussion held on training and education preferred for the position. Motion by Fried to approve the Corrections Officer vacancy as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

Hintz briefly discussed his Workman's Compensation concerns, particularly with the Sheriff's Office and Highway Department, and asks for a strong emphasis on safety in the months and years to come in order to reduce claims. Brief discussion held.

**EQUIPMENT OPERATOR/MECHANIC VACANCY REVIEW APPEAL**

Bennett states that one of his Equipment Operator/Mechanic positions is now vacant due to an employee's loss of their CDL (Commercial Driver's License). Bennett states the Highway Department currently has three LTE (Limited Term Employee) working for them; one LTE will take this position if approved and another LTE will slide into a full-time position in November. Brief discussion held. Motion by Paszak to approve the hiring of the LTE. Second by Pederson. Fried clarifies that motion approves the Equipment Operator/Mechanic vacancy review appeal.

Paszak and Pederson agree to amend the motion. Bennett discussed the benefits of hiring LTE's for the vacant full-time positions. Charbarneau notes that these LTE's had previously applied for this regular full time position but were hired as an LTE while waiting for a full time position to open. Discussion held on wages. All members present voting 'Aye' to amended motion; motion carried.

### **MAINTENANCE TECHNICIAN RECLASSIFICATION REQUEST**

Charbarneau provided the fiscal impact statement requested by the committee at the last meeting for this reclassification request. The reclassification request is to increase two Courthouse Maintenance Technician positions by one grade level and two Sheriff's Office Maintenance Technician positions by two grade levels. Charbarneau discussed labor trends and difficulties of hiring employees in certain fields. Fried discussed his concerns with changing the grade levels of these positions. Brunette notes that at the time the two Sheriff's Office Maintenance Technician employees were hired, there were problems that the newly hired employee's skills helped solve. Motion by Cushing to approve the Buildings and Grounds reclassifications. Second by Paszak. Further discussion held. All members present voting 'Aye'. Motion carried.

### **2016 BUDGET OVERVIEW**

Sorenson reports that at this point in the 2016 budget process, after cuts to Social Services and Highway Department and money taken from the General Fund, the county is \$241,000 over the levy limits. The Administration Committee issued a letter on Monday to all departments, requesting that all departments do a 5% cut to their 2016 budget on all non-personnel line items not supported by state aid or fees, excluding general funds projects planned for 2016. Fried voiced concerns about not letting this issue go back to the committees of jurisdiction prior to the start of budget hearings next week; discussion held. Sorenson says the 5% cut of all department budgets would add approximately \$260,000 back to the levy limit which would give some room to add back items to the budget that would be unwise to cut. Fried states that the budgets he oversees have been at 0% increases for several years and it is unfair to now ask for a 5% cut. Sorenson feels that once many departments hit 0% increases, they stop looking for additional cuts that could be made. Fried feels that if some non-mandated services get cut and the city storm water runoff tax is resolved, this would solve the \$241,000 shortage. Sorenson notes that sales tax and interest earnings are down due to the market decline, so budget difficulties aren't due to poor management of county departments but more due to reduced revenues. Further discussion held on phone bills and fiscal results of the Oneida County Fair, with Sorenson noting that she believes the fair is most likely within budget this year. Cushing notes that this committee is affected by this issue in regards to health insurance and personnel costs. Committee discussed possible increased workman's compensation premiums, capital improvement projects, personnel step increases, cost of living increases and what other counties are doing for 2016 increases. Charbarneau notes that the average increase across the state is 1.6% with increases ranging from .5% to 2.3%. Brief discussion held on workman's compensation premiums. Due to state mandates set on pricing, quotes from other carriers would most likely be similar. Therefore, Hintz feels we should stay with the same carrier and work on reducing the amount of claims. Cushing suggests consulting with our current workman's compensation carrier on additional measures Oneida County can take to improve safety and reduce claims. A discussion was held on the budget survey results, health insurance costs and the future of healthcare given the complexities. Sorenson feels many of the survey ideas are already being used and believes that the 5% across-the-board budget cut will be beneficial. Discussion held on adding township employees to the county health insurance; Sorenson says it has been discussed in the past but was discouraged due to lack of control of town employees.

### **2016 HEALTH INSURANCE**

Charbarneau summarized previous discussion on health insurance and dividing provider networks. Charbarneau reports that currently, 65% of employees use the Ministry Healthcare network and 35% of employees use the Aspirus network. Charbarneau states Kim Hertz/Aegis Corporation has been working on gathering information about implementing the suggestion to divide provider networks. Charbarneau provided the committee information on premium costs, based on dividing networks. Benefits of dividing networks would include allowing county employees to use the School District of Rhinelander's onsite clinic which would save the county 60% on claim costs. The benefits to employees of using the onsite clinic include convenience, zero cost to employees and an onsite chiropractor and medical physician. Charbarneau provided an explanation of additional possible changes to the health insurance plan in order to keep premium costs down. Hintz asked about other counties' health insurance plans in comparison to our plan. Charbarneau notes that quite a few counties are moving to higher deductible plans, with a portion of the deductible being funded by the employer in order to keep premium costs within reason. Further discussion held on health insurance plans and their importance in attracting good employees. Fried feels that the employee's out-of-pocket portion should be increased. Discussion held on MERP (Medical Expense Reimbursement Plan) and HRA (Health Reimbursement Account) money with Fried suggesting that HRA monies be cut. Charbarneau explained that the initial purpose of HRA money was to allow employees to save for retirement medical costs since retirement health insurance is no longer offered for employees hired after 12/31/2009. Sorenson discussed the costs of the HRA plan and Charbarneau discussed possible design changes to the plan in order to save money. Discussion held on impact to employee morale if HRA money was cut, and Charbarneau discussed possible alternatives to cutting HRA monies such as cutting MERP monies off the top of the deductible. Charbarneau suggests cutting off the top of MERP funds as follows: \$250 single, \$500 employee plus one and \$750 family. Charbarneau notes that this change would only affect employees using the insurance rather than all employees on the insurance plan. Additionally, a discussion was held on raising the employee's out-of-pocket amount in addition to cutting funds off the top of MERP. Cushing brought up retirement health; Charbarneau states she has talked with representatives from the Department on Aging about the retirement health plan and alternative options in order to save money. Charbarneau discussed the possible idea of paying retirees lump sum amounts if they end coverage on the county health plan and find their own health plans.

*The committee adjourned for a break at 10:34 a.m. and returned at 10:41 a.m.*

Further discussion on retiree health costs. The committee directed Charbarneau and Sorenson to compile information for use at budget hearings on the proposed changes to retiree health. Further discussion held regarding the Rhinelander School District onsite clinic. Fried suggests locating an onsite clinic on county property; Charbarneau says it's possible but logistics would need to be worked out. Charbarneau suggests using the onsite clinic with the school district first to see if employees will indeed utilize it. Further discussion held on MERP funds.

### **CLOSED SESSION**

Motion by Hintz, second by Fried to adjourn into closed session pursuant to Section 19.85(1)(f) considering financial, medical, social or personal histories or disciplinary data of specific person, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public, would likely have a substantial adverse effect on the reputation of the person referred to in such data (topic: Disciplinary/investigation matter of county employee), and

Section 19.85(1)(c) for purposes of considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility (topic: Health insurance letter of agreement)

Roll call vote taken; all members voting 'Aye'. Committee went into closed session at 10:49 a.m.

Staff present in closed session: Sorenson, Charbarneau, Lueneburg, Desmond

**RETURN TO OPEN SESSION**

Motion by Cushing to return to open session. Second by Pederson. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 11:19 a.m.

The following motions were made in the above closed session and announced in open session:

Motion to approve letter of reprimand going into employee's file.

Motion to approve Letter of Agreement for health insurance.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

October 21, 2015 at 9:00 a.m.

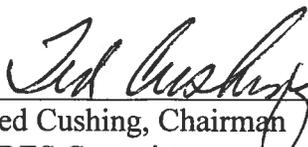
**FUTURE AGENDA TOPICS**

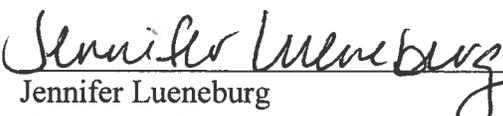
Performance evaluations

County Code Chapter 4 revisions

**ADJOURNMENT**

Motion by Hintz to adjourn. Second by Cushing. All members present voting 'Aye'. Motion carried. Meeting adjourned at 11:31 a.m.

  
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Ted Cushing, Chairman  
LRES Committee

  
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Jennifer Lueneburg  
Committee Secretary