

**LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES**  
**1st Floor Conference Room, Oneida County Courthouse**  
**February 24, 2016**

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

**ALSO PRESENT:** Lisa Charbarneau (Labor Relations/Employee Services); Freeman Bennett (Highway); Larry Mathein (Medical Examiner); Michael Timmons (County Board); Mary Rideout (Social Services); Lynn Feldman (UW-Extension); Luann Brunette (Buildings & Grounds); Brian Paynter (Lakeland Times); Jenni Lueneburg (secretary)

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

Chairman Cushing called the LRES Committee to order at 10:00 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 Americans with Disabilities Act.

**APPROVE AGENDA**

Motion by Hintz to approve the agenda with the order of the items at the Chairman's discretion. Second by Cushing. All members present voting 'Aye'. Motion carried.

**APPROVE MINUTES**

Motion by Paszak to approve the minutes of January 25<sup>th</sup> and February 10<sup>th</sup>. Second by Pederson. Fried discussed elected officials wage topic of February 10<sup>th</sup> meeting. All members present voting 'Aye'. Motion carried.

**VOUCHERS, REPORTS AND BILLS**

Charbarneau summarized vouchers and bills presented, noting that the flu vaccines invoiced to LRES will be reimbursed by the Group Health Trust. Motion by Hintz to approve the bills and vouchers as presented. Second by Cushing. All members present voting 'Aye'. Motion carried.

**SOLID WASTE STAFFING AND RESOLUTION**

Charbarneau summarized requirements Oneida County is subject to under the Affordable Care Act (ACA) to offer health insurance to employees working 30 or more hours per week. Charbarneau states the one exception is inmates from McNaughton Correctional employed with Solid Waste are not subject to this requirement. Charbarneau's primary concern is Limited Term Employees (LTE) who have not been offered health insurance by the county in the past. Bennett voices concerns about having to hire multiple LTE's for one LTE position in order to avoid the ACA requirement. Multiple LTE's will cause issues with training and consistency in the department. For this reason, Bennett is requesting to change an 80% part time Solid Waste Technician position to a full-time position, create a full-time Mechanic/Equipment Operator position and in turn, eliminate four LTE positions (1200 hours each). Further discussion on the ACA provisions and requirements and their effects on the LTE positions within Oneida County. Sorenson discussed the fiscal impact of this change which results in a budget increase of \$3,404 if the Mechanic/Equipment Operator position is hired at Step 1. Discussion held on the needs of the Highway and Solid Waste Departments with Cushing noting that the funding for the Solid Waste department comes from department revenues and state funding, not county tax levy. Bennett notes that LTE's can not exceed 1200 hours per year so Solid Waste constantly needs to hire and train new LTE's. Whereas a full-time employee receives training and builds knowledge that is crucial to the consistency of a department and also

leads to fewer costly workman's compensation issues for the county. Motion by Cushing to authorize and forward the resolution to create two full-time positions from 80% to 100%, one from a current part-time position and one from a LTE position and eliminating three LTE positions as outlined in the fiscal impact statement and forward the resolution to the County Board. Second by Paszak. All members present voting 'Aye'. Motion carried.

### **CLOSED SESSION**

Motion by Hintz, seconded by Pederson and approved by roll call vote to enter into closed session in pursuant to Section 19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which this body has jurisdiction or responsibility. (Topic: Medical Examiner & Social Services Director compensation, HR Director compensation, Highway office staff compensation)

Roll call vote taken with all voting in the affirmative. Motion carried. Committee went into closed session at 10:24 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Sorenson, Timmons, Mathein, Rideout, Bennett

### **RETURN TO OPEN SESSION**

Motion by Hintz to return to open session. Second by Paszak. Roll call vote taken with all voting in the affirmative. Motion carried. Return to open session at 11:24 a.m.

Cushing summarized the motions and actions taken in closed session as follows:

The Medical Examiner was granted a two step increase from Step 3 to 5.

The Social Services Director was granted a two step increase from Step 7 to Step 9.

For the Highway Department, one employee was granted a two step increase from 8 to 10 with a step increase after two years. Another employee was granted an additional step increase and if good performance, another increase in September 2016.

Under the topic of HR Director compensation, the committee approved Charbarneau siting on an advisory committee with Nicolet College, and taking a secretary role with WPELRA that will have no additional costs to the county.

### **2016-2017 UW EXTENSION CONTRACT**

Charbarneau discussed previous contract completed by UW-Extension. Charbarneau notes that the new contract contains the same provisions. Charbarneau discussed the possible regionalization of the state's UW-Extension programs due to decreased funding and budget cuts. Oneida County is looking at teaming up with Vilas, Forest and Florence Counties to become a region. Further discussion held on regionalization with Feldman providing details of the plan.

Charbarneau states another air quality study has been completed in UW-Extension's workspace at the Rhinelander-Oneida County Airport. Discussion held on how to proceed. Committee discussed and agreed that Charbarneau will gather more information and provide an update at a future meeting on the status of the issue.

**AFFORDABLE CARE ACT (ACA) UPDATE**

Sorenson led discussion on possible ACA penalties the county could face based on current LTE hours worked with no health insurance offered. Sorenson states any LTE employee that works 30 or more hours per week must be offered health insurance or the county would face a penalty for each month the ACA law is not followed per employee. Sorenson also noted that though the state doesn't require the county to offer LTE inmates health insurance, there is nothing stated by the federal ACA regarding not needing to cover inmates on state health coverage. Discussion held on how to handle LTE and part time employees that work 30+ hours per week during any portion of the month. Charbarneau feels the only two options to avoid penalties is to either keep part-time and LTE workers below 30 hours per week or offer affordable health insurance to these employees during the months they exceed 30 hours per week. Further discussion held on topic. Committee agrees that the best option would be to limit part-time and LTE's hours. Cushing states Charbarneau and Sorenson need to get information and direction out to department heads, so that they monitor hours worked and keep part-time and LTE workers at 29.75 hours per week or less.

Sorenson also discussed errors on 1095 forms that were sent out by GHT (Group Health Trust) in late February. The 1095 forms reported health insurance coverage during the 2015 calendar year, and errors included missing participants, participants that were never on the employee's insurance in 2015 and an incorrect Oneida County tax ID listed on the forms. Sorenson discussed her concerns with these errors, asked if Oneida County got to review the information prior to the 1095's being sent and would like to know if corrected 1095's will be sent. Charbarneau summarized her dealings with Michael Lamont/GHT on correcting the error. Charbarneau reports that a third party vendor issued the 1095's and the error occurred in a software error by the third party error. Cushing and Charbarneau will have further discussions with GHT in regards to how this error occurred and getting the problem fixed.

**RETIREE HEALTH ADDITIONAL HRA CONTRIBUTION LETTER**

Charbarneau discussed the \$12,000 HRA contribution available to employees eligible to retire by December 31, 2016. Charbarneau states that this option has been communicated to employees for several years however it has become apparent that some employees are still unaware of the option. Discussion held and agreed that employees eligible for this benefit should be personally notified. Committee discussed the draft memo drawn up by Charbarneau and approved the memo being sent.

**WELLNESS/HEALTH UPDATES**

None

**OUT-OF-COUNTY TRAVEL**

None

**FUTURE MEETING DATES**

March 9, 2016 at 9:00 a.m. (**canceled**)

March 16, 2016 at 9:00 a.m.

March 30, 2016 at 9:00 a.m.

LRES Committee meeting  
February 24, 2016

**FUTURE AGENDA TOPICS**

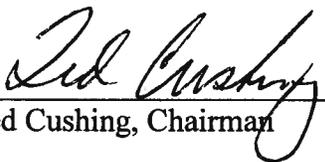
Affordable Care Act updates  
UW-Extension contract

**PUBLIC COMMENTS**

None

**ADJOURNMENT**

Motion by Hintz to adjourn. Second by Cushing. All members present voting 'Aye'. Motion carried. Meeting adjourned at 12:21 p.m.

  
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Ted Cushing, Chairman

3/16/16  
Date

  
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Jennifer Lueneburg, Committee Secretary

3-16-16  
Date