

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
May 25, 2016

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Margie Sorenson (Finance); Robb Jensen (County Board); Grady Hartman (Sheriff's Office); LuAnn Brunette (Buildings & Grounds); Daleth Mountjoy (Lakeland Times)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 a.m. in the 1st 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 amended agenda. Second by Paszak. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Pederson to approve the minutes from the meeting on May 11, 2016. Second by Paszak. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Charbarneau presented the vouchers and bills which were reviewed by the Committee. Motion by Paszak to approve the bills. Second by Hintz. All members present voting 'Aye'. Motion carried.

FLSA REGULATIONS

- Exempt Status – overtime: Charbarneau states the Committee has previously discussed this issue and reports that the Department on Labor has now announced the new threshold for salaried employees to be considered for overtime is \$47,476 effective December 1, 2016 which is lower than previously expected. Sorenson discussed options for dealing with the new thresholds including paying salaried employees under the threshold overtime, limit or end overtime for employees under the threshold or a combination of the two. Sorenson suggests salaried employees under the threshold should be coded in payroll differently and be directed to use different codes on their timecards. Charbarneau provided the exempt wage schedule which highlighted positions and pay steps affected by this upcoming change. Fried feels there may be changes to the new rule prior to the implementation in December 2016. Further discussion held on implications of the change. Fried feels this would also be a good time to relook at changes from 1950 to 2080 annual hours for county employees. Discussion held; Committee agrees there isn't much to be done at this time and a plan will be discussed once the rule is solidified.

CORRECTIONS OFFICER POSITION

Hartman states he agreed to cut one position as part of the 2016 budget, unless the Oneida County Jail gets state inmates back. Now that the Sheriff's Office is taking state inmates effective June 1st, Hartman needs to keep this position. Hartman states the Public Safety Committee approved his request, pending the Sheriff's Office getting at least 20 state inmates. Motion by Cushing to add the Corrections Officer position as presented by the Sheriff, contingent on what the Public Safety Committee stated. Second by Paszak. All members present voting 'Aye'. Motion carried.

FLSA REGULATIONS

- Bonus + HRA Reimbursement included in regular wage rate: Charbarneau brought up the previously discussed topic of awarding employees lump sum amounts above their base wages if below the newly established threshold set by FLSA (Federal Labor Standard Act) Regulations for payment of overtime plus HRA reimbursements for uninsured medical costs. Sorenson discussed the topic further and says this will only affect redlined hourly employees and the implications of the HRA change won't affect Oneida County. Sorenson feels the Committee should continue to watch the topic but no changes needed at this time. Fried states he would like the Committee to meet to discuss compensation prior to the budget cycle to discuss these issues in more depth; Cushing agrees.

ACA AND RETIREE HEALTH INSURANCE

Desmond reviewed information on HRA issues and suggests hiring an ACA (Affordable Care Act) attorney for further review of the issue since the Corporation Counsel's office is not equipped to handle these issues. Desmond feels Oneida County is in compliance but doesn't want the Committee to construe this as advice without consulting further with an ACA attorney. Committee discussed and feels Oneida County is in compliance.

UW EXTENSION WORKPLACE ENVIRONMENT

Fried discussed UW-Extension workplace environment issues with Bob Mott/County Board Supervisor and feels the LRES Committee and UW-Extension Committee should have a joint meeting to look at options, current contracts and how to move forward. Motion by Fried, moving this agenda topic to the Administration Committee meeting agenda. Second by Cushing. Jensen discussed the results of the previous air quality tests, and explained previous discussions with the Committees with no decisions thus far. Jensen acknowledged the air quality tests coming back as meeting regulatory standards but the employees still feel the quality should be improved and the topic brings into question whether smell sensitivity is a disability that should be accommodated. Discussion held. Jensen feels the three options are improving air quality, moving the department as a whole or separating the employees out to different departments in the county. Fried feels moving the department may not be an option due to the costs of both the move and the continued costs at the airport even without UW-Extension not being present in the space. Fried feels this is a big discussion topic that needs to be done with the Administration Committee. Hintz states he has no problem with the Administration Committee taking on this topic but feels that UW-Extension should take a stand on which option they support. Paszak feels it would be best to move the department; Cushing says the costs to both the county and the city need to be considered if choosing this option. All members present voting 'Aye' on the motion made. Motion carried.

Sorenson made further comments on the previous discussed agenda topic on bonuses.

CLOSED SESSION

Motion by Paszak, second by Fried to adjourn 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 over which this body has jurisdiction or responsibility (Topic: Assistant Facilities Director compensation), and 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: Exempt employee disciplinary data).

CLOSED SESSION (continued)

Cushing clarified that the Committee would be going into closed session on the Assistant Facilities Director compensation topic but not the exempt employee disciplinary data topic. Roll call vote taken; all members voting 'Aye'. Committee went into closed session at 9:41 a.m.

Staff present in closed session: Charbarneau, Lueneburg, Brunette

RETURN TO OPEN SESSION

Motion by Pederson 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 9:48 a.m.

Cushing states in closed session, the committee unanimously agreed to start the Assistant Facilities Director at Step 3, and based on good performance evaluations, they will go to step 4 in six months and step 5 at one year.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

June 9, 2016 at 9:30 a.m.

June 22, 2016 at 9:00 a.m.

FUTURE AGENDA TOPICS

UMR claims processing

Brief discussion held regarding issues with UMR claims processing; Charbarneau provided an update on issues brought up by Sorenson and states GHT is looking into the answers.

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Cushing to adjourn. Second by Pederson. All members present voting 'Aye'. Motion carried. Meeting adjourned at 9:53 a.m.



Ted Cushing, Chairman

Date 6/9/16



Jennifer Lueneburg, Committee Secretary

Date 6/9/16