

LABOR RELATIONS & EMPLOYEE SERVICES COMMITTEE MINUTES
1st Floor Conference Room, Oneida County Courthouse
October 5, 2016

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

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg (Labor Relations/Employee Services); Margie Sorenson, Darcy Smith (Finance); Karl Jennrich (Planning & Zoning); John Bilogan (Forestry); Dan Hess (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 complies with the Americans with Disabilities Act.

APPROVE AGENDA

Motion by Hintz to approve amended agenda. Second by Paszak. All members present voting 'Aye'. Motion carried.

APPROVE MINUTES

Motion by Paszak to approve the minutes of September 12, 2016. Second by Pederson. All members present voting 'Aye'. Motion carried.

VOUCHERS, REPORTS AND BILLS

Committee reviewed vouchers and bills. Motion by Fried to approve the bills and vouchers as presented. Second by Hintz. All members present voting 'Aye'. Motion carried.

FORESTRY MAINTENANCE TECHNICIAN OVERLAP FOR TRAINING

Charbarneau states that the employee in this position has now given their retirement notice for the end of the year. Bilogan discussed his proposal to hire an employee prior to the retirement date in order to provide overlap training to the new employee. Bilogan states he has discussed the funding with Sorenson and due to not using all LTE hours budgeted for the year, funding would be available for this overlap training. Sorenson agrees that the funding available would cover the overlap training, based on Grade Level H, Step 1 wage. Bilogan would like to propose the new employee starting on the Monday after deer hunting season ends. Further discussion held regarding the current employee's ability to train the new employee, despite unhappiness with the position's wage. Motion by Paszak to approve the staffing overlap with monies to come from Forestry's current budget. Second by Pederson. All members present voting 'Aye'. Motion carried. Brief discussion on the wet summer and work levels not being at previous year's levels. Bilogan feels if the weather this fall cooperates, the department will be able to catch up to previous year's numbers.

2017 STAFFING REQUESTS – PLANNING & ZONING

Charbarneau states normally these requests wouldn't come before the committee since they are grant funded but felt it was still important to bring these requests forward. Jennrich states the first position is for a pollinator project; brief discussion held. Motion by Fried to approve the request to extend the funded position for 2017 for the pollinator grant, pending approval of the grant. Second by Paszak. All members present voting 'Aye'. Motion carried. Jennrich discussed the second position for a Water Resource Specialist to assist in a two-year DNR Surface Water Planning grant. Motion by Cushing to approve the LTE request, pending grant approval. Second by Pederson. All members present voting 'Aye'. Motion carried.

LTE ZONING TECHNICIAN HOURS FOR 2016

Jennrich requests approval for an additional 250 hours for the Minocqua LTE position. Jennrich states construction has increased, causing an increase in septic system inspections and sanitary permit requests. These additional LTE hours will allow Planning & Zoning to keep up with the increased workload. Jennrich notes that this position is called in as needed so they will only be using the hours as needed. Sorenson notes that unanticipated additional revenues for Planning & Zoning will be used to fund these additional hours. Motion by Cushing to approve the LTE Zoning Technician additional hours, with funding to come from the substantial increase in permit fee revenues. Second by Paszak. All members present voting 'Aye'. Motion carried.

CORRECTION OFFICER VACANCY REVIEW

Hess discussed the Correction Officer vacancy with the Sheriff's Office, noting that the vacancy is due to a retirement within the department. Charbarneau notes that the position has to be vacant for 8 weeks before it can be refilled and this requirement has almost been met. Hess states that they will be drawing candidates from the current eligibility list. Motion by Fried to approve the Correction Officer vacancy review as presented. Second by Pederson. All members present voting 'Aye'. Motion carried.

CLEANING TECHNICIAN VACANCY REVIEW APPEAL

Brunette reports that the Buildings & Grounds Committee waived the vacancy review process for one of the Cleaning Technician positions in her department. Brunette would like to immediately fill this position due to being tight on staff and when a current staff member is gone for a day, it is a hardship on remaining staff. Brunette feels it is imperative that this position be filled. Charbarneau notes that this position is normally located at the Courthouse location but may sometimes be needed at other county buildings. Motion by Fried to approve waiving the vacancy review appeal for the Cleaning Technician as presented. Second by Paszak. All members present voting 'Aye'. Motion carried.

2017 HEALTH INSURANCE RENEWAL

Charbarneau reports that an RFP (Request for Proposals) went out for Health Insurance renewal, with Brian Diehl of Estabrook Insurance being one of the vendor's wishing to place a bid. Diehl previously stated that he needed more information prior to completing his proposal. This information has now been provided to Diehl but he needs additional time to prepare and present his proposal even though the deadline has now passed. Hintz states due to budget hearings being next week, he would like to have health insurance numbers in place. Charbarneau discussed the proposals that have been received. Hintz proposes reviewing the current quotes and making a decision. In the event Diehl provides a quote that is significantly less, the Committee could amend their decision at a later date. Charbarneau states that going off the proposed Group Health Trust proposed increase, the county would be over tax levy limits by approximately \$450,000. Discussion held on whether it was fair to allow vendors to submit an amended proposal with adjustments to the plan design in order to reduce the proposed increases over 2016 premiums. Fried feels that the door should remain open for further plan adjustments and amended quotes in order to ensure the best deal is received. Charbarneau discussed the Group Health Trust proposal and a possible near-site clinic with Aspirus if the narrow network is still used. Hintz feels the Committee should approve going back to the companies that provided proposals and asking them to amend their quotes and plan designs in order to reduce the increased premium costs to a level that the county can afford. Sorenson discussed a handout regarding costs of insurance and the impact on the 2017 budget. Hintz feels that in order to go into budget hearings with a balanced budget, health insurance premiums cannot increase more than 7%. Discussion held on raising employee premiums, what the ACA (Affordable Care Act) will allow for employee premium portion, creation of a near-site Aspirus Clinic and the increase in claims over the last couple years. Fried still feels that his comments

from previous meetings about giving employees \$10,000 to find their own health insurance coverage and paying the ACA fines is the best alternative. Further discussion held. Committee agrees to setting the maximum increase to health insurance premiums to 7% and allowing vendors to amend their proposals accordingly. The Committee will discuss this agenda item at the next LRES Committee meeting.

RESOLUTIONS

- **CREATE FORESTER I POSITION:** Charbarneau reiterated previous meeting discussion on this position. Bilogan is unsure if an additional position would create more revenues but the position is needed for increased workloads. Bilogan discussed the Forestry Department currently being down on revenues for the year but notes that the last three months of the year are normally some of the best revenue months of the year. Sorenson notes that with the unpredictability of Forestry revenues, a five year average should be used when comparing the current year revenues. Sorenson also feels that the unpredictability of revenues also makes tying a position to revenues a bad idea. Sorenson suggests reviewing the need for the position each year rather than creating the position via resolution. Bilogan notes that some of this position will be funded with the cut of two LTE positions plus the new position wouldn't start until spring, thus cutting the funding need for 2017 for the position. Bilogan discussed his concerns that without this position, his revenues may reduce even more. Further discussion held. Motion by Cushing to create the Forester I position for the 2017 budget, eliminate the LTE positions from Forestry and not tying this newly created position to funding. Second by Hintz. All members present voting 'Aye'. Motion carried.
- **CREATE ZONING TECHNICIAN POSITION:** Jennrich discussed fee changes and increasing revenues which could be used to fund an additional position in 2017 that may normally not get covered due to limited funds. Jennrich reviewed current projects and duties that are taking up department time and resources. Jennrich is planning to discuss with management, the future focus and needs of the department in the upcoming winter months when his department's duties slow down but future needs and other variables are uncertain at this time. Motion by Cushing to not approve the Zoning Technician request at this time based on Jennrich's testimony. Second by Fried. All members present voting 'Aye'. Motion carried. Cushing notes that this request could be looked at in mid-2017 when departmental needs are better known.
- **NW POLICING GRANT POSITION:** Hess states the Sheriff's Office has received this grant for several years. Discussion held on the purpose of the grant. Hess clarified that in the event this grant is not received in future years or grant monies are reduced, the position will be adjusted accordingly to the funding. Motion by Cushing to approve the NW Policing Grant position and forward to the County Board for consideration and approval. Second by Paszak. All members present voting 'Aye'. Motion carried.

2017 HEALTH INSURANCE RENEWAL (continued)

Sorenson discussed the agenda topic further and stresses the importance of vendors bringing their numbers down to only a 7% increase from 2016 premiums. The Committee directed Charbarneau to proceed with approaching vendors on reducing premiums previously quoted for the 2017 plan year, with a maximum premium increase of 7% or less. Charbarneau should then bring the modified quotes back to the Committee for further review.

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CLOSED SESSION

Motion by Hintz, second by Pederson 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. (Topics: leave of absence request).

Roll call vote taken with all voting in the affirmative. Committee went into closed session at 10:26 a.m.

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

RETURN TO OPEN SESSION

Motion by Cushing to return to open session. Second by Hintz. Roll call vote taken with all voting in the affirmative. Motion carried. Returned to open session at 10:37 a.m.

Cushing reports in closed session, the committee unanimously approved Leave of Absence requests for the Department on Aging and Planning & Zoning.

WELLNESS/HEALTH UPDATES

None

OUT-OF-COUNTY TRAVEL

None

FUTURE MEETING DATES

Wednesday, October 19, 2016 at 9:00 a.m. (moved from 10/26/16)

Tuesday, November 8, 2016 at 1:00 p.m.

FUTURE AGENDA TOPICS

Health Insurance renewal

PUBLIC COMMENTS

None

ADJOURNMENT

Motion by Cushing to adjourn. Second by Hintz. All members present voting 'Aye'. Motion carried. Meeting adjourned at 10:42 a.m.



Ted Cushing, Chairman

11/8/16

Date



Jennifer Lueneburg, Committee Secretary

11/8/16

Date