

MINUTES
MONDAY, OCTOBER 18, 2021 – 9:00 AM
PERSONNEL & WAGES COMMITTEE OF
OCONTO COUNTY BOARD OF SUPERVISORS
CONFERENCE ROOM #1003/1004 – 1st FLOOR COURTHOUSE BLDG “A”
301 WASHINGTON STREET, OCONTO, WI 54153-1699
www.co.oconto.wi.us

(Draft minutes, not yet approved)

COMMITTEE PRESENT: Karl Ballestad, Dave Christianson, Gary Frank, Elizabeth Paape; Rose Stellmacher

COMMITTEE ABSENT:

OTHERS PRESENT: Kevin Hamann, County Administrator; Paul Bednarik, County Board Chair; Sharon Aubry, Administrative Assistant III-Admin/HR/EM; Lisa Sherman, Finance Director; Shelly Schultz, Human Resources Director;; Jody Armagost, Deputy Health & Human Services Director; Kim Pytleski, County Clerk; Mike Reimer
Debbie Konitzer Todd Skarban, Monty Brink, Forestry/Parks Administrator

TIME MEETING BEGAN: 9:00 a.m.

1. Approval of Agenda

A. Change of Sequence – None

B. Removal of Items – None

Motion by Stellmacher/Christensen to approve the agenda as amended. The motion was voted on and carried.

2. Approval of Minutes of Previous Meeting

Motion by Christensen/Ballestad to approve minutes of previous meeting held on September 20, 2021 as presented. The motion was voted on and carried.

3. Communications – None

4. Monthly Employee Update Report – September, 2021

Schultz reviewed the report with the Committee. Discussion followed. Informational only, no formal action taken.

5. 2022 – 2024 County Board Compensation

Pytleski provided an update. Reviewed compensation options from last meeting. Discussion followed.

Motion by Ballestad/Paape to present the County Board Compensation schedule to the board as presented. The motion was voted on and carried.

6. Monthly CPI-U Percentage Report

| | July | August | September | 2 year average |
|-------------|------|--------|-----------|----------------|
| Federal CPI | 5.4% | 5.3% | 5.4% | 2.44% |
| Midwest CPI | 5.9% | 5.7% | 5.7 % | 2.42% |
| WERC | 2.3% | 2.67% | 3.0% | Not Available |

Discussion followed. Informational only, no formal action taken.

7. Resolution to rescind R2021-09-09 and Approve New Stand Alone Vision Insurance Carrier Three-Tier Plan for 2022

Schultz explained the vision rates previously approved were four-tier and should have been three-tier vision. Motion by Paape/Stellmacher recommend for approval to the County Board the three-tier rates from Delta Vision for 2022. The motion was voted on and carried.

8. Forestry & Parks – Request for Technician Position Grade Increase

Schultz grade G to H is being requested for the Forestry/Parks Tech position. Brink addressed the Committee regarding the request. Motion by Christensen/Paape to move the Forestry/Parks Tech position from grade G to H effective 1-2-2022 with the new comp plan. The motion was voted on and carried.

9. Updated Handbook review and discussion

Schultz provided a handout and requested that the Supervisors review and bring back comments for the November Committee meeting. Schultz reviewed the changes so far. – Will be on the November agenda. Informational only, no formal action taken.

10. Updated Administrative Manual Review and Discussion

Schultz provided a handout and requested that the Supervisors review and bring back comments for the November Committee meeting. Schultz reviewed the changes so far. Will be placed on the November agenda. Informational only, no formal action taken.

11. Resolution – HHS Sanitarian Position approval.

Reimer reviewed the resolution with the Committee. Agenda should read Environmental Health Professional position, not Sanitarian Position. Konitzer reports this licensing for this position requires expertise in the area of Human Health Hazards. Motion by Ballestad/Stellmacher to recommend the resolution eliminating on Community Health Educator positions in the Department of Health and Human Services and Creation of an Environmental Health Professional position for approval to the County Board as presented. The motion was voted on and carried.

12. Health Insurance Claims Report

Aubry reviewed the claims report with the Committee. Informational only, no formal action taken.

13. Discussion and Possible Action of Vaccine Mandate

Hamann reports OSHA guidelines still have not been published. On October 12, 2021, OSHA did send standards to White House for review. Once approved by the White House it will be made available to the public. Until the actual approved guidelines are released, the County cannot anticipate whether we are subject to any policy changes and/or compliance issues regarding this matter. This will be on the next agenda for update/review. Informational only, no formal action taken.

14. Human Resources Department – 2021 Budget Report

Schultz reviewed the 2021 Human Resources budget with the Committee. Informational only, no formal action taken.

15. Announcements/General Information (No Action to be Taken) - None

16. Set Next Meeting Date

Date of next regular meeting: Monday, November 15, 2021 at 9:00 a.m.

17. The Committee may adjourn to closed session, pursuant to s. 19.85 (1)(e), Wis. Stats. to discuss Oconto County's bargaining position with regard to Wisconsin Police Professional Association (WPPA) - Sheriff Deputy's working agreement. Motion by Christensen/Ballestad to adjourn to closed session at 10:33 a.m. The motion was voted on and carried.

18. The Committee shall reconvene to open session, pursuant to s. 19.85(2), Wis. Stats., to conduct all legal business. Motion by Stellmacher/Paape to return to open session at 10:44 a.m. The motion was voted on and carried.

19. Approval of Tentative Working Agreement with Sheriff Deputies Union

Motion by Christensen/Paape to recommend for approval to the County Board the Tentative Working Agreement with the Sheriff Deputies. The motion was voted on and carried.

20. Closed Session: The Committee may convene into closed session, pursuant to Wisconsin Statute Sec. 19.85(1)(c), for the purpose of obtaining committee input into the 6-month performance evaluation of non-elected department head. Motion by Stellmacher/Christensen to convene into closed session at 10:50 am. The motion was voted on and carried.

21. Return to Open Session: The Committee shall return to open session to conduct legal business, as allowed by Wisconsin Statute Sec. 19.85(2). Motion by Ballestad/Paape to return to open session at 11:09 am. The motion was voted on and carried.

22. Adjournment

The meeting was adjourned by the Chair at 11:09 am

Sharon Aubry, Recording Secretary
Posted 10-20-2021