

Minutes
Trempealeau County Personnel/Bargaining Committee
July 15, 2010

Committee Chair, Tom Bice called the meeting to order at 9:02 a.m. in the Wisconsin Room of the Courthouse in Whitehall, Wisconsin.

The open meeting law requirements were met.

Committee members present:

Tom Bice
Doug Winters
Wally Geske
Dick Miller
Bob Duellman

Others in attendance:

Jami Kabus
Jeff McIntyre
Sheriff Anderson
Becky Suchla
Pam Nelson
Ed Nelson

Motion by Duellman and seconded by Winters to adopt the agenda. Motion carried.

Motion by Geske and seconded by Winters to approve the 6/14/2010 minutes. Motion carried.

Bice felt that one department should not be singled out, but should consider all departments of the courthouse in the hiring resolution. Kabus reviewed the steps involved in the recruitment process. Discussion continued regarding the level of involvement of committee members in the recruitment process. Committee discussed members being involved in all aspects, including application reviews, interviewing, etc. Discussion about additional cost of per diem and mileage if board members were involved in interview panels. Geske and Bice mentioned comments they have heard about hiring selections in the past. Winters said the outside citizen and board members do not have all the facts as to why a person is selected unless they are part of the whole process, not just parts of it.

Motion by Miller, and seconded by Duellman to maintain the current policy and practice. Motion carried, with one new vote by Geske.

Kabus shared information regarding Healthcare Reform and the effects it will have at the local level. The act was passed in March, 2010 and interim final rules were just released in June, 2010. She explained the purpose of the Patient Protection and Affordability Care Act and the definition of grandfathered plans. Kabus further explained the new requirements of all plans and the additional requirements of non-grandfathered plans. She also reviewed what actions will cause a plan to lose its grandfather status.

The committee discussed the idea of requesting bids for Health insurance. Bice was concerned that there would be a lack of comparable coverage to the current plan and if it is worth the time to research. Kabus said she met with the benefits group once and would meet with them again if the committee was interested in pursuing bids. Winters said the union would have to agree to change insurance. Miller said we should at least request bids to see what options are out there, including self-insured options.

Motion by Miller, and seconded by Geske to pursue RFQ for comparable health insurance for 2011. Motion carried.

McIntyre addressed the committee regarding the Public Health/Health Officer position. He reviewed the recent history, saying that the position was explained, discussed and approved in the 2010 budget process, approved by the Health and Human Services Committee, Personnel/Bargaining Committee and E/F Committee twice. He explained the need for stability and the interim position is being requested for an extension for the 3rd time. He has been contacted by the Regional Office to meet on this issue next week. McIntyre also discussed the idea of shared services. Shared services discussion was prompted from the Buffalo County Director regarding Income maintenance. McIntyre gave examples of Eau Claire County and the City of Eau Claire having a shared service agreement, along with a few other examples. Discussed the concept and the possible cost savings of sharing a Public Health Director/Officer salary. McIntyre expressed the need to move forward with

both ideas in the event one does not happen. Bice asked McIntyre to write up a one to two paragraph summary of the situation to help alleviate confusion the board seems to be having.

Kabus updated the committee on the Reclassification Request process and informed the committee that one request was received. She will bring the request to the August meeting where the committee will work on the request in a closed session.

Motion by Miller, and seconded by Duellman, to go into closed session, per WI Stat. 19.85(1)(e) to discuss union negotiations where competitive or bargaining reasons require a closed session at 11:07 am. Roll call taken. Motion carried

Motion by Miller, and seconded by Winters, to go into open session, at 11:57 am. Motion carried

Next meeting date was set on August 13, 2010 at 9:00 am.

Committee Chair, Tom Bice, adjourned the meeting at 11:58 am.

Respectfully submitted,
Douglas Winters/jk
Secretary, Personnel/Bargaining Committee