

Minutes
Trempealeau County Personnel/Bargaining Committee

April 15, 2011

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

The open meeting law requirements were met.

Committee members present:

Tom Bice
Doug Winters
Bob Duellman
Dick Miller
Wally Geske

Others in attendance:

Jami Kabus

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

Motion by Miller, and seconded by Winters to adopt the 4/6/2011 minutes. Motion Carried

Kabus briefly updated the committee as to where the Biennium Budget & Act 10 sits as of today.

The Committee went over various policies and procedure ideas that were discussed in a Transition group discussion the day before. The Committee encouraged the Transition Group to continue with discussing the variety of policies and procedures that affects the day to day operations and look for continued ways to improve the delivery of services. The Committee would like to see some information brought before the committee after the group discusses more.

The Committee is interested in looking into a PTO plan. Kabus said there are many ways to administer a PTO, and several options to include into it. She added that she had a few samples from other Counties already, and will gather more information to review.

Bice added that he would like to see an incentive program or suggestion program to encourage employees to submit cost saving ideas for the County. He has seen this used by other employers and can be very beneficial.

Miller discussed one of the ideas regarding the establishment of an account or contingency fund to be used county wide to cover payouts due to retirements, resignations, etc. Kabus added that when budgets are prepared in the fall, the Department Heads may not know that one of the employees may retire in the next year and that payout expense is not budgeted for. Bice asked Kabus to work with the County Clerk's office to research the amount the County has paid out on average on payout expense. Bice added that such information would at least give the Committee an idea of how much it has cost in the past.

Next meeting date is set for 4/28/2011.

Bice adjourned the meeting at 11:08 pm.

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