

**Minutes
Trempealeau County Personnel/Bargaining Committee**

May 19, 2011

Committee Chair, Tom Bice called the meeting to order at 9:05 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
Jeff McIntyre
Brian Puent
Martin Goettl
Michelle Weisenberger

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

Motion by Winters, and seconded by Geske to adopt the minutes from the 4/15/2011 and 4/28/2011 meeting. Motion Carried.

Kabus introduced a requisition for the Human Services Department for a Social Worker position in the Children's and Family division. McIntyre reviewed the duties and funding of the position.

Motion by Geske, and seconded by Bice to approve the requisition and forward to the Executive/Finance Committee. Motion Carried.

McIntyre reviewed the changes in the recruitment policy over the past year and outlined the concerns he has with the process. He distributed a hiring procedure scenario handout of the amount of time it takes to replace a position. Discussion was had by the committee members of the pros and cons of the current recruitment policy.

Motion by Miller, and seconded by Bice to support further research into a proposal for a recruitment policy and bring back to the committee at the next meeting. Motion Carried, with a no vote from Geske.

Kabus gave the committee a brief update of the status of the TAs discussed at Monday's County Board meeting. She is currently working on the final format, verifying the TA changes. Once done, she will come to the Committee members for their signatures.

Kabus advised the Personnel/Bargaining Committee would be the ones to propose any benefit changes to the full County Bard regarding WRS contributions for the remaining unrepresented staff in the courthouse, now that the union contracts have been approved. She advised that, based on the Union contracts, the first WRS deduction from the union employee's paychecks would be July 20, 2011. If the committee will be making changes to non-reps, they may want to have everyone on the same date. The Committee discussed elected official salaries and if they should also be contributing. Kabus advised that there is division among Counties as to the deductions from elected officials, citing the suit filed by Sheriff Cramer from Eau Claire County. Miller viewed the elected officials as having a contract, but the elected could chose to contribute.

Motion by Geske, and seconded by Miller to deduct 50% of the actually required amount for the WRS contributions from non-represented employees effective the first payroll after July 1, 2011, (with the exception of elected officials until there is clear definition is available). Kabus added that there is also a decision as to whether deductions should be pre tax or post tax. She advised that the TCHCC has shown interest in a pre tax concept and the Auditors have sought an opinion as well. Further discussion continued.

Motion by Miller, and seconded by Bice to table this topic until the June Committee meeting, and requested more information for that meeting. Motion Carried. Kabus advised she will contact Curt Johnson from the TCHCC about the June meeting and have more information from the Auditors.

Motion by Geske, and seconded by Winters at 10:41 am to go into Closed Session per WI Stat. 19.85(1)(e) & (g) to Discuss Union Contract Negotiations where Competitive or Bargaining Reasons Require a Closed Session and to Confer with Legal Counsel. Roll call taken, motion carried.

**Motion by Miller, and seconded by Bice to reconvene into open session at 11:06 am. Roll call taken.
Motion Carried.**

The next meeting is scheduled for June 13, 2011 at 9:00 am

Bice adjourned the meeting at 11:07 am.

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