

**Minutes
Trempealeau County Personnel/Bargaining Committee**

October 20, 2011

Committee Chair, Tom Bice called the meeting to order at 9:00 a.m. in the Tremple 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	Bob Baecker	Jeff McIntyre
David Krueger, Willis WC	Rian Radtke	Brian Puent
Steve Tidquist	Rob Wayss	George Brandt
Sheriff Anderson	Harlan Reinders	

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

Motion by Geske and seconded by Miller to adopt the 9/8/2011 & 9/15/2011 meeting minutes. Motion carried.

David Krueger, Willis of Wisconsin, distributed booklets to the committee for Workers Compensation renewals. He reviewed TPA and Loss Control services for a 2 or 3 year agreement, as well as Excess Insurance coverage for 2012. He reviewed claims history, limits and rates. **M/2nd by Geske/Winters to renew with Willis TPA services and Loss Control Services for 3 years and a \$300,000 excess policy for 1 year. Motion carried.**

Motion by Miller, and seconded by Winters at 10:00 am to go into Closed Session per WI Stat. 19.85(1)(e) to Discuss Hwy grievance regarding overtime. Roll call taken, motion carried, with no votes from Bice & Geske.

Motion by Winters, and seconded by Geske to reconvene into open session at 10:53 am. Roll call taken. Motion Carried.

Carry and Conceal employee policy – Radtke reviewed the law on Conceal and Carry. Sheriff shared his concerns of employees carrying a concealed weapon in the workplace and his department's ability to identify who is the threat in the event of an emergency situation. Radtke reminded the committee that they are looking at if employees should be allowed to carry. Property Committee is addressing the buildings and facilities. Discussion was had on liability of the County. Puent outlined the process to become licensed to carry. Brandt stated that the main issue is the safety and security of the employees. He added that education for employees on how to diffuse situations and on what to do would be valuable. Kabus stated that there is an upcoming all-employee training scheduled regarding workplace safety. **M/2nd by Miller/Winters to prepare a policy, similar to Waushara County, effective November 1, 2011, to prohibit employees to carry within the scope of their employment, with the exception of those allowed by statute and law enforcement. Motion Carried with no vote from Bice.**

Disability Benefit Specialist position – McIntyre distributed a copy of a job description and cost comparison for the Disability Benefit Specialist. This is currently a contracted position and is requesting the County to make this a regular, county position. He reminded the Board that this was brought forward approximately a year ago, but was denied. One of the main concerns that led to the denial was the concern with creating a union position. Kabus advised that the new union contract gives management rights to contract out for services. He advised that by bringing the position in house would save the County approximately \$12,595. It is now being filled by a temporary employee contracted through a temp service. This is a required position to be provided by the County, whether is is staffed by a county employee or by a contracted temp services. The savings would be used within the ADRC program. This is all non-tax levy money. **M/2nd by Geske/Miller to approve and forward proposal to E/F Committee. Motion Carried.**

Senior Services Outreach Worker position – McIntyre explained that since the Senior Services Department merged with Human Services, responsibilities have changed in this position. He explained the duties and responsibilities of this position. He advised that this is a Courthouse position which requires a bachelors degree. This is one of the positions included in the unit clarification that was submitted to the WERC. The petition is requesting the four Senior Services positions be moved into the two Social Worker unions. In order to align this position with the Social Worker contract, it was found that this position is currently paid lower than clerical positions in the Social Worker contracts, which is not appropriate for the qualifications and experienced required of this position. McIntyre proposed that if the Unit Clarification is a success, he would like the County to adjust the pay grade for this position. It is currently a 4A, approximately \$16.07 in the Courthouse contract. The Human Services Committee approved moving it to grade 5B, approximately \$16.59. This is a non-levy position and would not require additional money, as he would be able to absorb in his budget. M/2nd by Miller/Winters to approve moving this position to a 5b as explained in the event the Unit Clarification process delivers successful results. Motion Carried.

The next meeting is scheduled for November 17, 2011 at 9:00 am.

Bice adjourned the meeting at 12:36 pm.

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