

**Minutes**  
**Trempealeau County Personnel/Bargaining Committee**

November 17, 2011

Committee Chair, Tom Bice called the meeting to order at 9:01 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  
Ernie Vold  
Dick Miller  
Bob Duellman

**Others in attendance:**

Jami Kabus  
Jim Johnson  
John Aasen  
Mike Nelson  
Rod Severson

**Motion by Duellman and seconded by Miller to adopt the P/B agenda and the joint meeting agenda with the Hwy Committee. Motion carried.**

**Motion by Miller and seconded by Winters to adopt the 10/20/2011 meeting minutes. Motion carried.**

Joint meeting with the Hwy committee (9:03 AM)

Hwy grievance regarding overtime – Kabus reviewed the grievance with the committees. Kabus read to the Committees the old language and the new language and the questions on overtime interpretation. Discussion was had on scheduling scenerios and calculating overtime with the use of vacation and sick leave. Johnson discussed the costs over the past 3 years of overtime totals and what the overtime changes and savings could be. Kabus pointed out On-Call language in the CBA regarding overtime pay. Aasen and Severson pointed out that some employees would be working the same work schedule, but some would be paid overtime and some would not.

**Motion by Bice and seconded by Winters to deny the grievance. Motion carried.**

Carry and Conceal employee policy – Kabus updated the committee with a final version of the employee Conceal and Carry policy. No further action.

Training and Education Policy – Kabus shared with the committee the County's current training and education policy. She pointed out the Accredited Education and/or Training portion specifically. She advised the committee that she received a question from a department head and would discuss it with the committee. If the County invests paid time and pay for such training and education, as outlined in policy, should the County require retention from that employee to work for the County for a specified time frame for the County to recoup the training expense or repayment if the employee leaves. **Motion by Duellman and seconded by Winters to support researching this procedure more. Motion carried.**

Employee Assistance Program (EAP) – Kabus advised that she researched this benefit a couple years ago and did not have committee interest at that time. Since then, the Board of Health had shown interest at their last meeting, which Kabus attended and shared information. The Board of Health asked that Personnel/Bargaining Committee be approached, as this is an employee benefit program. Kabus contacted the TCHCC for information regarding their EAP program, as well other EAP providers in the area. This included Gundersen Lutheran, Mayo and Marshfield Clinic. Kabus explained what an EAP has to offer, what services they provide and the basic fees for the program. The committee had several questions on the type of issues that can be delt with by and EAP, and how it can address issues before using the health insurance. She further explained that it is confidential and family members can also utilize. Kabus advised on the services and training available through the EAP, plus opportunities for optional trainings for the County for an additional fee. The Committee was interested in learning more specific program details. Kabus will bring details to the committee next month.

The next meeting is scheduled for December 15, 2011 at 9:00 am.

**At 11:03 AM, M/2<sup>nd</sup> by Miller/Winters to adjourn the meet. Motion Carried**

Respectfully submitted,

Douglas Winters/jk

Secretary, Personnel/Bargaining Committee