

**Minutes  
Trempealeau County Personnel/Bargaining Committee**

September 15, 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  
Wally Geske  
Dick Miller  
Bob Duellman

**Others in attendance:**

Ernie Vold      Jami Kabus  
Mark Smick     Rian Radtke

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

Kabus distributed a handout of the cost different in the additional 10 hours and comparable county's Corp Counsel office structure. Kabus explained that this issue has been brought up several times in past years. Geske advised that this is well worth the investment to keep the County in a positive legal position. Vold and Winters added that the feedback from the TCHCC and department heads have all been very positive. Geske, Winters and Vold want to see this done ASAP. Kabus advised that this was approved at E/F committee and forwarded to this committee. It would have to return to E/F in October, and then County Board in October.

**M/2<sup>nd</sup> by Bice/Geske to increase the hours of Corporation Counsel, effective 11/1/2011 from 30 to 40 hours per week. M/2<sup>nd</sup> by Miller/Geske to amend the motion to make the effective date 10/31/2011, which is the start of a new payroll period. Motion carried, amendment to the motion approved. A vote on the amended motion was taken and unanimously approved.**

Kabus distributed the final draft of the Grievance policy, an overview memo and forms for the policy. She reviewed the Draft Grievance Policy. With the requirements embodied in Act 10 and Act 32-the budget repair bill, one of the requirements is to have in place by October 1, 2011 a County Grievance Policy/Procedure for all employees, except those covered under a CBA, which would follow their contract language while the CBA is in effect. The Grievance policy would be for discipline/terminations and workplace safety. Kabus advised that the draft was reviewed by Corporation Counsel and legal counsel from WCMIC, who has worked with the counties in Wisconsin to have similar grievance formats and process. She pointed out key points of the policy that were amended from the first version. She advised that the policy would be sent to the remaining board members for Monday night's County Board meeting. **M/2<sup>nd</sup> by Geske/Bice to approve the policy and forward to County Board. Motion Carried.**

New state legislation known as the Conceal Carry Law enacted by 2011 WI Act 35 on July 9, 2011 will take effect November 1, 2011. Radtke approached the committee to discuss the questions - should the open or concealed carry of weapons or firearms be prohibited in the County buildings or while conducting county business? Should there be an employee policy on concealed carry? Bice is concerned that a policy would be an issue against personal rights. Geske and Miller do not see it as appropriate for employees to carry to work, unless there is an occupational reason (Sheriff's Dept.). Discussion was had regarding self defense situations and general opinions of the committee members regarding concealed carry issues. Radtke offered to prepare information for next month's meeting on the extent of liability for the committee and the committee can decide from there what they want to do with the issue.

The next meeting is scheduled for October 20, 2011 at 9:00 am.

Bice adjourned the meeting at 11:08 am.

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