

**Minutes
Trempealeau County Personnel/Bargaining Committee**

February 16, 2012

Committee Chair, Tom Bice called the meeting to order at 9:00 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:

Mike Nelson Olin Fimreite Jami Kabus
Arild Engelién Cindy Jacoby Mike Anderson
Randy Jenson Brian Puent Mike Peterson
Rich Anderson

Motion by Miller and seconded by Duellman to adopt the P/B agenda. Motion carried.

Motion by Vold and seconded by Winters to adopt the 1/19/2012 meeting minutes. Motion carried.

Kabus introduced the proposed TCCTV position that was approved at the 2/9/2012 Ext-Education & Communication Committee meeting. Fimreite presented background, value and justification for the TV studio and the need for the new position. Fimreite also shared ideas for possible new shows but are not able to do because of the staffing levels. Engelién said that it comes down to our desire to keep a county TV studio. Miller said that if we were to approve this position, the committee has to be committed to keeping this position and fight to have it for years to come, and not treat this as a “tease” for a short period of time. M/2nd Vold/Miller to approve the position, requesting that funding come from the General fund. M/2nd to amend the motion by Miller/Vold to also require Ext.-Education & Communication committee to set clear performance goals focusing on outside fundraising to be reviewed quarterly with this position. Motion carried to approve the amendment. Vote on the motion, as amended. Motion carried.

The Union presented their grievance to the committee, arguing that a county policy can not override a contract, which is stated in the employee handbook. But the CBA does address job postings and the employee’s right to apply for any position in Article 19.04: Interested Association members shall sign their names to this notice. The selection of any applicant to fill the job vacancy shall be made on the basis of experience, skill, ability and seniority. The Human Resources department interpreted the recruitment policy to grandfather the applicant to the current position, but not for transfers and promotions thereafter. The department’s position states that the CBA is silent in the employment of relatives as a consideration of eligibility for consideration for the position, which is addressed in the county Recruitment policy. The Committee said that they recognize valid arguments from both sides. M/2nd by Miller/Vold to sustain the WPPA’s grievance, allowing the applicant will be allowed to apply for the position. Motion carried.

Employee Assistance Program (EAP) – Kabus updated the committee that an anonymous survey was done asking the employees about an EAP program. Kabus said that she received approximately 50 responses, with the majority having some level of interest in such a program. Vold question funding for the service and where it would come from. M/2nd Bice/Winters to table further discussion until the March meeting.

The next meeting is scheduled for March 15, 2012 at 9:00 am.

Meeting was adjourned at 10:50 am by Chairman Tom Bice.

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