

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

May 10, 2012

Committee Chair, Dick Miller called the meeting to order at 3:01 p.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  
Rob Reichwein  
Dick Miller  
Ernie Vold

**Others in attendance:**

Jami Kabus      Jim Jansch  
Kim Clatt        Lon Wendt  
Mike Nelson  
Olin Fimreite  
Sally Miller

**Motion by Vold and seconded by Winters to adopt the P/B agenda. Motion carried.**

**Motion by Bice and seconded by Reichwein to approve the 4/19/2012 minutes agenda. Motion carried.**

Jim Jansch and Lon Wendt from Willis of WI met with the committee to explain self-insured health insurance. Topics discussed were funding alternatives, advantages and disadvantages, underwriting, stop loss overview and bundling. No action taken.

County Health Insurance and retirees – Kabus advised that The Insurance Center has been contacted, per last month's motion by P/B Committee. The Labor/Management Benefits group and Department Heads met Tuesday to learn about the questionnaire/application process. Kabus advised that all-employee meetings have been scheduled for the week of May 14<sup>th</sup> and a letter and a FAQ document were sent out with the notice of the meetings. D. Miller asked that at the June meeting Kabus bring back information regarding the # of retirees on the plan, if they can stay on the plan or taken off if the County leaves ETF, etc.

TCCTV Studio Coordinator position – Kabus told the committee that this position is being brought back from the April committee meeting. Nelson, Fimreite and S. Miller discussed fundraising, underwriting and the use of benchmarks for the new position. Discussion was had on the need for the County Board's commitment to this position during the next budget season. **M/2<sup>nd</sup> by Winters/Vold to approve this position and forward to Executive/Finance Committee. Motion Carried with a no vote from Reichwein.**

Turnover Report – Kabus advised the committee of unusually high turnover for 2012 so far. She shared a turnover report with the committee that tracks separations, additions, statistics and open positions. She advised that she would bring this report each month and share with the committee. D. Miller asked Kabus to bring info regarding feedback from exit interviews that we may receive.

Reference Check/Background Check process – Kabus summarized the current process of background checks for employees and reviewed the language regarding background checks in the Recruitment policy. She believes that the language is currently broad enough to set different levels of background checks for different position. She explained that currently, there are different procedures for background checks depending on the hiring department, i.e. Sheriff's office, Highway, etc. She advised that she would like to add Department Heads and Supervisory/Management-type positions in a more detailed background check process than has been done in the past. The Committee was in favor of that and Kabus will bring back a more detailed procedure proposal and possible costs associated to that next month.

Transition after 12/2012 – Kabus advised that she would like to get through the Health Insurance meetings first and then organize the listening sessions later in June. She has received some feedback from employees and managers on concerns and will address them in the listening session letter. The committee suggested the meetings be scheduled in the evenings in late June/early July by the different groups. She will also bring information regarding CPI.

Next meeting date is 6/20/2012 at 3 pm in the Wisconsin Room.

D. Miller adjourned at 6:02 pm.

Respectfully submitted,

Tom Bice/jk

Secretary, Personnel/Bargaining Committee