

Minutes
Trempealeau County Personnel/Bargaining Committee

June 20, 2012

Committee Chair, Dick Miller called the meeting to order at 3:00 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
Kim Clatt
Elsa Kulig
Rick Tischner
Jeff McIntyre

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

Motion by Reichwein and seconded by Winters to approve the 5/10/2012 minutes agenda. Motion carried.

County Health Insurance and retirees – Rick Tischner from the Insurance Center presented information regarding questionnaires for health histories. He reviewed the county's history, areas of concern, goals, pros and cons, the quoting process and timeline to renewal for 2013. Miller would like an update of numbers on July 5, 2012 and may call a meeting to discuss next move in the project.

Turnover Report – Kabus distributed the turnover report for activity ending May 31, 2012.

Reference Check/Background Check process – Kabus distributed a chart that outlined what types of background and reference checks are currently being done during recruitment, based on the position. She referenced the Recruitment policy gives her the flexibility to set the level of checking and would like to increase the level for management/department head positions. She reviewed the expense of what is currently being done and advised that the Sheriff's in-house check could include a fee. She also advised that the increase of turnover this year so far is more than what was budgeted for.

M/2nd by Reichwein/Vold to include in-house records search for management/department head positions and conduct background checks as outlined in the chart handed out. Motion Carried.

WIPFLI Wage Comparison Study – Kabus distributed information from WIPFLI regarding a proposal to assist County's in conducting a wage comparison study. She advised that WIPFLI is working with WCMIC and Jackson and Clark counties are testing this process right now. Kabus advised the possible wage distribution when the contracts expire and updating the wage grades, as it was unknown when the pay grades were established and if they were even equitable after so long. The committee discussed how it would use the data and we may have underpaid and overpaid positions. M/2nd by Vold/Reichwein to move forward with the project and pay for the study with money from the General Fund. Additional discussion was had. The committee will review the information and Kabus will try to arrange a rep from WIPFLI to come and talk about the program. M/2nd by Reichwein/Winters to table and bring back to the July committee meeting.

Unit Clarification for Senior Services position – Kabus advised the committee on the status of the unit clarification and recent correspondence with the staff rep for AFSCME. Kabus advised that she is awaiting a response from the staff rep and would have more information as to how to proceed with the issue. The committee will wait to hear a response and asked to bring back to the next month's meeting.

Transition after 12/2012 – The committee decided on three dates to meeting with staff for a listening session regarding the transition after 12/2012 and the employee handbook. The committee would like to issue an invitation letter addressing some topics upfront and ask employees to come with ideas and suggestions to help in the transition. The dates were 7/19/2012 at 4:30 pm, 7/26/2012 at 4:30 pm, both at the courthouse, and 7/30/2012 at 4 pm at the Hwy shop.

Next meeting date is 7/19/2012 at 3 pm.

D. Miller adjourned at 5:08 pm.

Respectfully submitted,

Tom Bice/jk

Secretary, Personnel/Bargaining Committee