

Minutes
Trempealeau County Personnel/Bargaining Committee

October 18, 2012

Committee Chair, Dick Miller called the meeting to order at 3:00 p.m. in the Wisconsin Room in Whitehall, Wisconsin.

The open meeting law requirements were met.

Committee members present:

Doug Winters
Ernie Vold
Dick Miller
Rob Reichwein
Tom Bice

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

Motion by Reichwein and seconded by Winters to adopt minutes from the 10/8/2012 and 10/11/2012 meeting. Motion carried.

Barbara Petkowssek from Carlson Dettmann Consulting met with the committee to discuss a comprehensive compensation program, possibly partnering with Buffalo County for cost sharing purposes. She reviewed services, including labor market surveys and compensation study services. She discussed pay analysis, identifying positions that may need adjustment and managing compensation going forward with implementing a pay for performance process. No action taken at this time.

Sherri Rhoda met with the committee regarding a new position for the Public Health Department. She distributed a job description and an org chart of the department. She advised that she has a budgeted, vacant Nurse position, but would instead replace that with a "Public Health Specialist" position. She explained the duties of this position, adding that they are currently staffing the vacant position with a limited term employee doing environmental and public health work. Rhoda explained the shifting of duties within the department. Reichwein questioned if this position warrants being at the same pay grade of a Nurse. M/2nd by Vold/Reichwein to approve the restructuring of the Public Health department with the creation of the Public Health Specialist position. Motion Carried, with a NO vote from Bice.

The Committee reviewed the Turnover report for the month of September. No action taken.

The committee reviewed the input from the department heads, manager/supervisor staff. The committee accepted some of the suggestions to include into the draft version of the employee handbook. Kabus will include into and update the draft. The next step would be to send the draft out to the employees and the County Board Members for their input.

Next meeting date is 11/8/2012 at 3:00 pm.

Chairman Miller adjourned the meeting at 5:40 pm.

Respectfully submitted,
Tom Bice/jk
Secretary, Personnel/Bargaining Committee