

## Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Vice-Chairman Doug Winters at 2:03 PM in the Trempleo Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, March 21<sup>st</sup>, 2013.

**Committee Members Present: Doug Winters, Rob Reichwein, Ernie Vold, Tom Bice, Dick Miller**

Notice was posted according to open meeting law requirements.

Adoption of the Agenda – **M/2<sup>nd</sup> by Vold/Reichwein to adopt the agenda; Motion carried.**

Approval of minutes from previous meetings (2/21/13 & 2/28/2013) – **M/2<sup>nd</sup> by Reichwein/Vold to approve minutes; Motion carried.**

**M/2<sup>nd</sup> by Reichwein/Vold @ 2:04 PM to go into Closed Session per WI Stat. 19.85(1)(e) to Discuss WPPA Union Contracts negotiations where Competitive or Bargaining Reasons Require a Closed Session. Roll Call taken, Motion Carried.**

**M/2<sup>nd</sup> by Reichwein/Bice @ 4:12 PM to reconvene into open session. Roll Call taken, Motion Carried.**

Kabus gave an overview of the County's Salary Administration policy. She advised this was last updated on in 2002 and referenced outdated information. She explained how the salary matrix is set up, levels of authority and approval guidance for new hire placement, and how employees progress through it and % change between each step. She also reviewed the new CBAs with base wages and the expired CBAs. She pointed out that now the County does not have established start rates or any consistent guide as to how to place a new hire or progress employees to the start rate for those employees covered under the CBA. She showed the % change for the expired CBAs, which were very inconsistent. She advised that without a structured program in place, the County will need to establish something to justify future placements and long term retention efforts in the form of salary and career growth to keep a talented pool and retain staff. She advised on awareness of education, gender, age, etc. as to not discriminate or create an inequality that exposes the County. The P/B Committee has already approved the Salary Compensation study in a previous meeting, but has not yet forwarded it to E/F as the P/B Committee wanted to take care of the union contracts first. Kabus advised the issue of the lack of a salary process for the union and a study could both be addressed through the compensation study project. In the meantime, it may be wise to temporarily use the expired guidelines in the CBAs until such a project is completed and implemented. This would need to go to E/F and then County Board. Kabus advised that since this committee would meet jointly with E/F, they may also want to discuss the non-rep pay raises, as well. This would include resolution wage increases for PT/On-Call staff and Corporation Counsel, which the committee requested info to include the Corp Counsel position in the non-rep matrix. **M/2<sup>nd</sup> by Reichwein/Miller to temporarily use the expired CBA language regarding the compensation process until 12/31/2013, while conducting research for a long term schedule that will involve the salary compensation study. Motion carried.**

Set next meeting date: Joint meeting with E/F on 4/1/2013 at 8:00 AM and 4/11/2013 at 2:00 PM.

Chairman Miller adjourned the meeting @ 4:28 PM.