

Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chairman Dick Miller at 2:33 PM in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, January 9th, 2014.

Committee Members Present: Dick Miller, Doug Winters, Ernie Vold,

Notice was posted according to open meeting law requirements.

Adoption of the Amended Agenda – **M/2nd by Winters/Vold to adopt the agenda; Motion carried.**

Approval of minutes from previous meetings (12/19/2013) – **M/2nd by Vold/Winters to approve minutes; Motion carried.**

The Committee reviewed the Base Compensation Salary Administration guide draft and discussed how to implement the plan. The Committee also discussed a rollout salary adjustment for 2014 to implement the program based on a sliding schedule based on quintile placements of positions and annual service credit adjustments, yearly aging based on market trends and periodic reviews of the salary grades by WIPFLI. **M/2nd by Vold/Winters to approve the new wage structure, Base Compensation Salary Administration guide, and rollout salary adjustment for 2014. Motion Carried.**

The Committee discussed WRS Contributions during military leaves and Workers Comp leaves. Discussion was had regarding the employee and employer responsibility to pay the WRS contributions to the State while an employee is on military leave and workers compensation leave. Military leave allows the employee to decide if they want to contribute during the time of their leave. The employer would match only if the employee decided to pay their portion. If on workers compensation leave, the employee would have to maintain their financial responsibility, just like paying for health insurance, voluntary benefits, etc, while on leave. The committee will discuss workers compensation leave more at the February committee meeting. **M/2nd by Miller/Winters to defer WRS contributions while an employee is on military leave and will match the employee's contribution decision. Motion carried.**

Vacation Reduction- Discussion was had regarding the recent damage experienced in the Register of Deeds and Jail and extenuating circumstances that the maintenance department and staffing had to attend to. These unavoidable demands disallowed employees to use their planned vacations, thus causing excess carryover into the new year. **M/2nd by Vold/Winters to allow Randy Anderson and Bruce Cheline to carry over excess vacation amounts into 2014 and use assertively to get back on the reduction schedule by 12/31/2014. Motion Carried.**

Closed session listed on the agenda was dropped.

Set next meeting date:

Joint meeting with E/F Committee on 2/3/2013 at 9:00 am.

Regular P/B Committee meeting on 2/6/2014 at 2:30 pm.

Chairman Miller adjourned the meeting @ 4:47 PM.