

Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chairman Dick Miller at 2:30 PM in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, February 6th, 2014.

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

Notice was posted according to open meeting law requirements.

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

Approval of minutes from previous meetings (1/9/2014) – **M/2nd by Winters/Vold to approve minutes; Motion carried.**

Kim Clatt from the Health Care Center shared information regarding the new EAP program the Health Care Center will be starting in March. She distributed handouts and shared information regarding their services. The Committee discussed cost of services and of previous consideration of the program a few years back. The Committee asked Kabus to contact the representative and ask them to attend the next P/B Committee.

Deb Suchla presented information regarding Human Services and re-organizing some key parts of the Family and Children's unit. She is proposing to add two lead worker positions and a Program Aide position, resulting in a net gain of one position. She reviewed the overall organizational chart of the department, struggles the unit has experience over the years and how this would strengthen the unit, improving efficiency, better use of staff time, improve training and support of staff, reduce turnover, etc. She also reviewed the financial plan to pay for these changes. **M/2nd by Reichwein/Vold to approve the positions and forward to E/F Committee. Motion Carried.**

The Committee discussed WRS Contributions during 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 workers compensation leave. 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. **M/2nd by Reichwein/Vold to include WRS employee contributions as part of the timely repayment process, along with other employee deduction obligations, when returning from workers comp leaves. Motion carried.**

Kabus distributed a spreadsheet of all County Sheriff and Clerk of Court 2014 salaries and a few counties that have established salaries for the next term. Discussion was had regarding WRS contributions of the Sheriff. Kabus distributed a chart of feedback she received from other counties as to how they handle the office of the Sheriff regarding WRS contributions, which varied greatly. Kabus advised that WRS was contacted with several questions on this topic, but did not receive a response at the time of this meeting. The committee discussed the impact of contributions and salary compared to the other management staff in that office. **M/2nd by Reichwein/Winters to recommend no change in contribution levels for the Sheriff's position and continue to pay the WRS benefit for the Sheriff the same as the law enforcement managerial employees. Motion Carried.**

The Committee was presented the final report from WIPFLI. They also reviewed the Base Compensation Salary Administration guide draft and discussed minor housekeeping corrections. **M/2nd by Winters/Reichwein to approve the Base Compensation Salary Administration guide corrections. Motion Carried.**

Set next meeting date:
Regular P/B Committee meeting on 3/20/2014 at 2:30 pm.

Chairman Miller adjourned the meeting @ 4:18 PM.