

Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chairman Rob Reichwein at 8:30AM in the county Board Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, June 17th, 2014.

Committee Members Present: Rob Reichwein, Dick Miller, Ernie Vold, Mike Nelson, Jeanne Nutter

Notice was posted according to open meeting law requirements.

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

Approval of minutes from previous meetings (5/15/2014) – **M/2nd by Nelson/Nutter to approve minutes; Motion carried.**

Interpreter List – Syverson advised that he would like each department to maintain their own interpreter list. Discussion was had regarding finding qualified interpreters, setting criteria, pay, mileage, etc. In addition, the committee would like some kind of feedback on the interpreters, such as asking if the department would use them again and why. Discussion was had regarding the Department of Justice Caregiver background checks. Syverson was asked to audit the names on the list and take off anyone who had not been used in a year. He is also to contact those on the list to see if they want to remain on the list. Those already on the list would have a background check done by the County. Anyone new wanting to be on the list would have to pay the \$20 fee. Syverson was advised to return to the July meeting bringing back guidelines. Discussion was also had regarding mileage and pay rates. It was suggested that a daily rate may be something to consider. This issue will be postponed until July meeting.

Discussion was had to formally establish the reserve amount for the workers compensation fund. When the county went self-insured in 2010, the committee pledged to continue to budget the premium as if the county were fully insured until the reserve fund was built up to support the self-insured program. Miller would like to formally establish what that goal dollar amount is. Discussion was had as to how much is in the fund right now. Discussion was also had as to what effect reducing the annual premium would have on the highway and the TCHCC. This issue is postponed until the July meeting, and Dave Lyga and Mary Gullicksrud will be asked to attend.

The Highway paint crew includes one employee who calculates inventory supplies, coordinates projects, oversees the paint crew staff, works with highway commissioners from other counties, the State, DOT, etc to secure road paint projects. This is foreman duties that are being done for approximately 35 weeks of the year. The other weeks are in a general winter maintenance position. The Commissioner is requesting that this be designated as a foreman position for the duties being conducted. This is funded by projects and would not cost any additional levy dollars, as it is billed through the contracts. **M/2nd by Nelson/Vold to approve this designation as a foreman position while in this role during the paint season. Motion carried.**

Suchla addressed the committee regarding two job descriptions that were included in the WIPFLI study that did not accurately reflect the job. She advised that the B-3 Coordinator and the Mental Health Coordinator job descriptions were written with the incorrect requirements of the job. Suchla handed out the corrected job descriptions and with those corrections would be social worker positions. This moved the positions from a grade 10 to a 9. Deb also presented the corrected adjustment that should have happened in April 2014. She advised that this would be built into the 2015 budget and salaries would be adjusted January 2015. **M/2nd by Miller/ Nutter to approve the pay grade and wage correction proposal. Motion Carried.**

Suchla addressed the committee regarding a Social worker that was hired, based off of an offer of employment in November, 2013, prior to the implementation of the WIPFLI pay structure. With the salary movements of the old system, this position was hired at the start rate, and explained the future step

movements. When the WIPFLI program was implemented, this position was adversely affected because of the hiring between the two systems. It was advised that this position would have been hired in at a higher level, had the new system been in place and is now inequitable, looking at previous experience. Suchla proposed rectifying this by adjusting the wage to correctly place the wages. **M/2nd by Nelson/Vold to adjust the wage to correct the rate of pay as proposed. Motion Carried.**

Kabus advised that she just received an EAP packet from Mayo. She has information from Gundersen, May and Real Living. The committee has asked Kabus to create a chart to compare the programs for the July Meeting.

Set next meeting date: 7/17/2014 at 8:30 am.

Chairman Reichwein adjourned the meeting @ 10:05 AM.