

## Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chair Rob Reichwein at 8:31AM in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, November 20<sup>th</sup>, 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/2<sup>nd</sup> by Miller/Nutter to adopt the agenda; Motion carried.**

Approval of minutes from previous meetings (9/18/2014) – **M/2<sup>nd</sup> by Nelson/Miller to approve minutes; Motion carried.**

David Krueger from Willis of Wisconsin updated the committee on the Workers Compensation program, including the third party administrator (TPA) services, safety and loss services, excess insurance and boiler & machinery coverage. He reviewed the renewal options for the coverage with the committee. **M/2<sup>nd</sup> Vold/Nutter to approve the 2015 renewal of the TPA workers compensation (3 year), Safety and Loss Services(3 year), Excess Insurance with Safety National (2 year) and the Boiler & Machinery insurance. Motion Carried.**

2015 Liability Insurance renewal data was shared with the committee. Kabus shared a spreadsheet of prior year premium costs, as well as 2015 renewal costs. Also included was the difference in costs for different deductible amounts. **M/2<sup>nd</sup> by Miller/Nelson to remain with the current deductible level. Motion Carried.**

Vacation Carryover extension request – Kabus advised of two employees that due to circumstances within their departments, are not able to reduce their vacation balances before the year-end. **M/2<sup>nd</sup> by Vold/Nelson to approve a vacation balance extension for Tom Kloss, achieving compliance by 12/31/2015. Motion Carried. M/2<sup>nd</sup> by Vold/Nelson to approve a vacation balance extension for Randy Anderson, achieving compliance by 12/31/2015. Motion Carried.**

Interpreter List – Kabus advised that it was discussed at the Department Head Meeting. Nutter advised that every department that uses an interpreter has different needs and standards. **M/2<sup>nd</sup> by Nutter/Miller to delegate the coordination of interpreters to each department. Motion Carried.**

Kabus reviewed the updated Recruitment Policy with several changes/corrections. The committee reviewed. **M/2<sup>nd</sup> by Nutter/Vold to correct language I.A. to read P/B Committee, rather than E/F Committee. Motion Carried. M/2<sup>nd</sup> by Miller/Nelson to approve the updated policy. Motion Carried.**

Kabus presented the old FMLA form and the revised FMLA form. She advised that the new form more clearly clarifies benefit information with the employee is out on leave. **M/2<sup>nd</sup> Miller/Nutter to approve the revised form. Motion Carried.**

Kabus shared with the committee the decrease in attendance at the Safety Committee. The Committee supported Kabus to review those who should attend and notifying them of their required attendance or someone representing their department.

Kabus advised of the orientation process that will be used to roll out the new EAP program approved in the 2015 budget.

Kabus proposed a County Academy to be created to strengthen training and development for county employees and educating staff pursuing supervisory/management careers. She advised that WCMIC, Willis, and possibly their new EAP, have training available. She will be working with the WCMIC trainer to create a program. More information will be presented when the program is further along.

Kabus reminded the committee of the WPPA requesting negotiations of a new contract. The committee suggested Thursday, December 18, 2014. Kabus will contact Mike Peterson to arrange.

Set next meeting date: 12/18/2014 at 8:30 am.

Chair Reichwein adjourned the meeting at 10:24 am.