

Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chair Rob Reichwein at 3:00 PM in the Packer Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, May 21st, 2015.

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

Notice was posted according to open meeting law requirements.

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

Adoption of minutes from previous meeting (4/16/2015 and 5/4/2015)

David Krueger from WILLIS of Wisconsin addressed the committee with an update of workers compensation statistics. He reviewed claims data and cost savings since the County became self-insured in 2010.

Kabus and Krueger advised of the current status of the Local Government Property Insurance Fund and anticipated increases in premiums. Kabus advised that WCMIC and WILLIS of WI are preparing bids for Property Insurance for the County.

Professional License, Certifications & Fee renewals and memberships: This topic was discussed at the recent Department Head meeting. Questions were referred to P/B Committee about specific examples, asking if the County should pay for such expenses. No one from the department head meeting attending the P/B Committee meeting to discuss any exceptions. No change or action taken.

Unpaid internships & Volunteers: Radtke updated and clarified the role and conditions of an unpaid internship. Kabus referenced the agreement form that all unpaid internships are to sign. Discussion was also had identifying what can be considered compensation. Committee will review the unpaid internship agreement form and will discuss for possible approval at the June P/B Committee meeting.

Part-time Hourly employee Compensation review: Discussion was had regarding the current rate of pay for part time/on call staff. A resolution currently outlines pay for Sheriff's Office staff and for Human Services staff that work on a part time basis. Suchla and Gauger were present for the discussion. They advised that they have funds secured in their payroll budgets for 2015, and an increase up to 1.5% would not affect their budget. The committee discussed establishing a long-term increase program similar to that of the non-represented salary structure. **M/2nd by Miller/Nelson to approve a 1.5% increase, effective 1/1/2015 to Human Services part time staff (Nutrition Site Workers, Home Meal Drivers, and Bus Driver Fill-in) and include them in the Salary Administration Structure progression process going forward. Motion Carried.** Discussion regarding Sheriff's Office employees will be moved to next month's meeting.

Economic Support Supervisor Compensation: Suchla presented to the Committee information regarding the ESS Supervisor position. She advised the committee of the roles and responsibilities of the position, number of employees supervised throughout the multi-county consortia and the current rate of pay in comparison to other supervisors with equal or less responsibilities. Discussion was had on the ability to pay for an increase that would result in no tax levy or additional monies from the budget. **M/2nd Nelson/Vold to approve a pay adjustment to the ESS Supervisor position within the current pay grade to \$57,000 effective 7/1/2015. Motion Carried.**

Aging the salary structure grid: Kabus presented data from WIPFLI and Carlson Dettman on the recommended aging amount of the County's salary structure. She advised that this comes in late fall and would be prudent to start addressing the potential aging for the 2016 budget process. The P/B Committee will review at the June, 2015 meeting.

M/2nd Reichwein/Nutter @ 4:30 pm to go into Closed session per WI § 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation date. Roll call taken. Motion Carried.

M/2nd Nelson/Nutter to reconvene into open session @ 5:15pm. Roll call taken. Motion carried.
M/2nd Nutter/Nelson to approve decision in closed session. Motion Carried.

Set next meeting date: 6/18/2015 at 8:30 am.

Chair Reichwein adjourned the meeting at 5:16 pm.