

Trempealeau County Personnel/Bargaining Meeting

Meeting called to order by Chair Rob Reichwein at 8:32 am in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, August 20th, 2015.

Committee Members Present: Rob Reichwein, Jeanne Nutter, Dick Miller, Ernie Vold, Mike Nelson
Other People Present: Deb Suchla, Mary, Gullicksrud, Elsa Kulig, Dave Lyga, Paul Syverson

Notice was posted according to open meeting law requirements.

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

Adoption of minutes from previous meeting (7/16/2015)

Local Government Property Insurance Fund Update: Kulig handed out a memo that updated the committee on the property insurance advised that she has made contact with WCMIC and Willis of WI to check the status of their Property Insurance Bids. Willis reported that we can expect the first few quotes to be coming in in the next few weeks. The County should expect increases to the premium and deductibles. The Committee will review again next month. No change or action taken.

Add Meal Delivery Drivers, Nutrition Site Workers and Substitute Bus Drivers to the Salary Structure: This was discussed at the June and July meetings and it was the consensus of the committee that the part-time staff in Human Services should be added to the Salary Structure to keep from having to discuss it annually. **M/2nd Nutter/Nelson to add Meal Delivery Drivers, Nutrition Site Workers to grade 20 on the Salary Structure and Substitute Bus Drivers to grade 14. Motion Carried.**

Possibility of Safety Items purchased out of Work Comp Budget: Kulig explained that there are some items that the Blood Borne Pathogen Policy indicates should be in the squad cars. It was discussed if it would be a possibility for the items to be paid for out of the Work Comp Budget. Miller stated that the Work Comp budget is only there for Work Comp claim expenses and should be untouchable. The committee agreed that this would not be an option. The coroner or Health Dept may be a good resource to talk to about where to buy the supplies.

Proposed changes by the President to the Fair Labor Standards Act and Exempt vs Non Exempt Status: Kulig explained that President Obama has proposed a rule change to the Fair Labor Standards Act. This change has not passed yet so there is no final ruling. The proposal is that any employee who makes less than \$970 per week would be unable to be considered exempt. Thus making it a requirement to pay overtime at time and one half after 40 hours worked in one week to those employees. This would impact the County as we do have employees who are considered exempt but make less than \$970 per week. It will be discussed if/once the rule change has an effective date.

Highway Office Staff Job Duties: Dave Lyga explained the possibility of them asking to increase the part-time staff person in their office to full-time through the budget process and to possibly re-class the position. He explained the large work load and how things may be redistributed as needed. This will be on next month's agenda.

Health Insurance Policy Coverage for Continuants: The Auditors in their annual report mentioned that in the future the County may have to pay an increased liability due to annuitants staying on the County's health insurance policy. Discussion was had on annuitants staying keeping the health insurance plan they had as employees. Annuitants pay the entire premium, the County does not contribute. A different Medicare supplemental policy may be more economical for some individuals. No action taken.

M/2nd Miller/Nutter @ 10:00 am to go into Closed session per WI § 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data for Payroll Clerk/Assistant Office Coordinator Employee and Deputy Clerk Employees. Roll call taken. Motion Carried.

M/2nd Miller/Nutter to reconvene into open session @ 10:37 am. Roll call taken. Motion carried.

Payroll Clerk/Assistant Office Coordinator, Deputy Clerk, Human Resources Director, and Accountant/Office Coordinator Rates of Pay: **M/2nd Miller/Nutter to pay Elsa Kulig as the HR Director \$63,000/year effective 7/6/15. To pay her \$65,000/year on 1/1/2016 in lieu of an aging adjustment factor; in order to remain consistent the service credit increase process the service credit increase of 1.4% will take effect on 1/1/2016 ,to offer Donna Kloss \$21.00/hour as the Accountant/Office Coordinator, to pay Mary Martin \$20.27/hour as the Payroll Clerk/Assistant Office Coordinator, to offer Stacy Sylla \$20.27/hour as the Deputy Clerk II, and if Tammie Coburn is selected as the Deputy Clerk I to pay her \$19.05/hour with the understanding that the County Clerk's staff is fully cross trained and the Clerk I is the chief back up for Payroll and Accounts Payable.**

Next Meeting Date: September 17, 2015 at 2:30 pm

Chair Reichwein adjourned the meeting at 10:37 am.