

Trempealeau County Personnel/Bargaining Meeting Minutes

Meeting called to order by Vice Chair Jeanne Nutter at 3:35 pm in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, November 19th, 2015.

Committee Members Present: Jeanne Nutter, Mike Nelson, Dick Miller, Ernie Vold
Other People Present: Paul Syverson, Stacy Sylla, Elsa Kulig, Jeremy Matheny

Notice was posted according to open meeting law requirements.

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

Approval of minutes from previous meetings (10/22/2015) **M/2nd by Miller/Nelson to approve the 10/22/15 meeting minutes; Motion carried.**

Affordable Care Act: Cadillac Tax: Kulig explained that the Cadillac Tax is a provision of the Affordable Care Act set to go into effect in 2018. The Tax is a 40 percent excise tax on employers who offer “high cost” health insurance plans to employees. They have defined “high cost” health plans to have a total value of \$27,500 for family coverage or \$10,200 for single coverage. Trempealeau County’s 2016 health plan rates do not meet that threshold, but they could in the future. The tax is paid by the health plans, but it is very likely that the cost would be pushed onto the member/consumer. Many employers may be affected by the tax. President Obama has said that he is willing to discuss changing this tax. It is likely that the Cadillac Tax provision will be modified, but it has not changed yet.

Possible Limited Term Employee in the Maintenance Department: Matheny explained the need for a part-time, limited term employee in the Maintenance Department due to his department being short staffed. The employee would assist with some maintenance duties including: painting, furniture assembly/disassembly, light custodial and maintenance work. Matheny would like to have someone work for 20 hours per week. Kulig stated that this proposal does fall into the Employee Handbook section that describes limited term employees. A limited term employee would be paid \$9.25 per hour and not be eligible for benefits other than those mandated by law. The cost for a limited term employee for 52 weeks would be approximately \$10,000. **M/2nd Miller/Nutter approve hiring a limited term employee to work no more than 20 hours per week in the Maintenance Department contingent on the approval of the Property Committee. Motion Carried.**

M/2nd Nelson/Vold @ 3:55 to go into Closed session per WI § 19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data for positions in the County Clerk Department. Roll call taken. Motion Carried.

M/2nd Miller/Nutter to reconvene into open session @ 4:40 pm. Roll call taken. Motion carried.

M/2nd Nutter/Miller to change the position title of the Deputy County Clerk II to Chief Deputy County Clerk (grade 12) and change the position title of Deputy County Clerk I to Deputy County Clerk (grade 13), adjust to having two employees as Deputy County Clerks, and eliminate the Deputy County Clerk (grade 14) position title from the Salary Grid.

Next Meeting Date: Thursday, December 17th at 3:30 pm.

Vice Chair Nutter adjourned the meeting at 4:47 pm.