

## Trempealeau County Personnel/Bargaining Meeting Minutes

Meeting called to order by Interim Chair Mike Nelson at 8:30 am in the Wisconsin Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, April 21<sup>st</sup>, 2016.

Committee Members Present: Mike Nelson, Dick Miller, Ernie Vold, Jeanne Nutter, George Brandt  
Other People Present: Richard Anderson, Becca Zaccaria, Elsa Kulig, Sheriff Anderson, Ann Hempel, Kevin Lien

Notice was posted according to open meeting law requirements.

3. Adoption of the Agenda – **M/2<sup>nd</sup> by Vold/Brandt to adopt the amended agenda; Motion carried.**

4. Election of Committee Officers:

Vold nominated Mike Nelson for Chair. **M/2<sup>nd</sup> by Brandt/Nutter to close nominations and unanimously elect Nelson as Chair. Motion Carried.**

Brandt nominated Jeanne Nutter for Vice-Chair. **M/2<sup>nd</sup> by Vold/Nutter to close nominations and unanimously elect Nutter as Vice- Chair. Motion Carried.**

Vold nominated George Brandt for Secretary. **M/2<sup>nd</sup> by Miller/Nutter to close nominations and unanimously elect Brandt as Secretary. Motion Carried.**

5. The Committee agreed to set the regular committee meetings to be held the third Thursday of the month, at 8:30 AM in the Wisconsin Room.

6. Approval of the minutes from previous meeting (3/24/2016) – **M/2<sup>nd</sup> by Miller/Vold to approve the minutes.**

7. Discussion on wage scale administration for Sheriff's Office non represented employees: The Sheriff explained a concern he has with how the salary system is applied to the Jailer and Dispatcher rates of pay. Employees in the same job class hired after April 2014 will not ever catch up to the rate of pay of the employees in that same job class hired before April 2014. He discussed his previous proposal of a 7 year progression to the same rate of pay in a job class. The Sheriff explained the high training costs for the Jail positions due to the training and certification process the people in those positions are required to go through. He has good staff and retention is important. Miller pointed out that other departments have had this similar issue. Sheriff mentioned that he was okay to wait for a wide-spread wage change in the Jail until 1/2017 so that it can be passed through the 2017 budget. Sheriff asked for action regarding his Jail Corporal position, to set a wage and move the pay grade from an 11 to a 10. **M/2<sup>nd</sup> by Brandt/Nutter to move the Corporal position to a pay grade 10. M/2<sup>nd</sup> by Brandt/Nutter to set the pay rate for the Corporal position at \$24.53.**

8. Discussion on salary grid and administration modifications: Kulig advised the committee that prior to the current wage grade system that the County has used steps in the compensation structure. Miller added that while merit based pay is valuable, our administration system currently doesn't work for that. A quantitative scale of factors to be met within a certain time to move to the next step may be a good option. Brandt pointed out that while this is a good idea, it would have to be customized to each department in order to cater to each position's needs. Miller agreed and suggested having a work group of Department Heads to begin this process. This work group discussion and guidelines will be put on the May 19<sup>th</sup> agenda.

9. Establish a Limited Term Employee – GIS Specialist and Parcel Mapping in the Department of Land Management, a) Set rate of pay for position: Hempel explained that she received a grant that would completely cover the salary of an LTE from now through 3/2017. The LTE position and rate of pay was approved by the Environment and Land Use Committee. The rate of pay for this LTE position would be \$25.77/hour and the position would work approximately 20 hours per week, the position does not qualify for benefits. Hempel explained that having this LTE position would help meet a state requirement of having the mapping complete. **M/2<sup>nd</sup> by Vold/Nutter to create the LTE GIS Specialist and Parcel Mapping with a rate of pay at \$25.77 per hour for the period of the grant.**

10. Next Meeting Date: the regular meeting on Thursday, May 19<sup>th</sup> at 8:30 am.

12. Chair Nelson adjourned the meeting at 10:05 am.