

Trempealeau County Personnel/Bargaining Meeting Minutes

Meeting called to order by Interim Chair Mike Nelson at 8:31 am in the Packer Room at the Trempealeau County Government Center, Whitehall, Wisconsin on Thursday, May 19th, 2016.

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

Notice was posted according to open meeting law requirements.

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

4. Approval of the minutes from previous meeting (4/21/2016) – **M/2nd by Brandt/Nutter to approve the minutes.**

5. Discussion on salary grid and administration modifications: Kulig began the discussion by mentioning that she has heard many comments from various Department Heads asking for modifications to be made to our current salary grid. Kulig mentioned breaking our current grid into steps, Vold mentioned implementing a form of longevity bonus. Kulig noted that any salary structure needs to be fair and equitable. Every department is different however using the 10 factor system from WIPFLI allows the jobs to be fairly graded and fall within the associated range for that position. Brandt brought up forming a workgroup, as discussed last meeting, involving various department heads, the Human Resources Director and County Board Chair. Miller discussed that the workgroup needs to consider a multitude of factors such as: is the aging adjustment going to be applied, are service credits going to remain as they currently are, can their budgets support these additional increases, meeting the needs of their employees and positions etc... Sheriff and Nutter both mentioned that we want to retain our staff and attract good applicants for future positions. Guidelines for the workgroup were established as follows: are steps something that would be helpful, are re-classes something we can keep doing, find similarities between the Department Heads ideas, streamline the process of re-classes if that is something we want to implement in order to reward employees for advancing in their careers (gaining certifications, meeting hours in the field, etc...), gauge moral around advancement, discuss longevity bonuses, get a general pulse on the current structure.

6. Update on Proposed changes by the President to the Fair Labor Standards Act and Exempt vs Non Exempt Status: Kulig presented briefly on the upcoming changes to the FLSA. 10 County staff will be affected, they will either need to be given increases or be updated to non-exempt. The change does not go into effect until Dec. 1st, 2016. Miller mentioned that the Department Heads should be authorizing the overtime prior to it happening and should be aware of the impact on their budget. Kulig will be reaching out to Department Heads individually to discuss how they want to proceed with their affected staff.

7. Next Meeting Date: Thursday, June 16th at 8:30 am.

8. Chair Nelson adjourned the meeting at 9:52 am.