

**PERSONNEL COMMITTEE**  
**TUESDAY, JANUARY 2, 2018 – 4:30 PM**  
**CONFERENCE ROOM 2A, CITY HALL**

**Meeting called to order by Chairman Hedlund at 4:31 pm**

**Roll Call:** Present - Alderman Hedlund, Halverson, Straube, Flower, and Howell.  
Also present: Alderman Skates, Kordus, Mayor Kupsik, Administrator Oborn, Matt Chadwick from Cottingham & Butler

**Comments from the public limited to 5 minutes, limited to items on this agenda**

Donna Wisniewski retired city employee. Shared the two concerns; sudden notice that as of April 1<sup>st</sup> change to state plan which poses problem for some spouses & employees unable to due open enrollment closed and poor timing. She also requested that the City consider doing away with the Aurora nurse program, dropping Health 360 and using cost savings to offset additional expenses for health care costs waiting until January 2019 to join ETF. It was her understanding that the ETF comes in during the fall to educate employees and this was not provided in 2017. Hope to have the ETF come in early 2018 or during the fall of this year to educate the staff on the different benefit options. This would allow option for spouses to come on and employees to roll off.

Jean Froggatt, PD Communications stated police spouses cannot enroll spouse because their open enrollment closed, and employees are left with no choice but to keep spouses enrolled.

Courtney Hinzpeter, PD Data systems Administrator education was of most importance as employees have come to accept the premium. Looking for the needed education and information on the state plans/benefit options. She's challenged if the plan changes in April as she's pregnant and due in April. Employees feel like they're flying blind.

Nan Elder, Deputy Clerk asked the committee to make a decision and stick with it, educate the staff so everyone could plan accordingly.

**Approve the Personnel Committee minutes from December 5, 2017, as prepared and distributed.**

Alderman Hedlund motioned to approve the December 5, 2017 minutes, second by Howell. Motion carried 5 to 0.

**Discussion/Action/Recommendation on Employee Health Benefits costs and programs including:**

*Claims Paid 6 Month Rolling Average*

*Aurora Clinic*

*Pricing Fully Insured plans including direct plans and the State Health Plan*

Administrator Oborn & Matt Chadwick of Cottingham & Butler shared and discussed the Employee Health Benefits including the 6 month average, clinic, and state option for April 1, 2018.

Alderman Hedlund motion to stay self-insured to 1-1-2019 and then go to State Plan, second by Howell. Motion carried 4 to 1 with Flower opposed.

**Discussion/Recommendation of Employee Recruitment Bonus Policy**

Alderman Hedlund believes this will lead to ill will. Ald. Skates said it's done in the private sector and asked that we keep option open. Halverson stated it's better suited for the private sector. Mayor requested further discussion and City Administrator will research and provide sample policies in next couple months.

**Future agenda items and meeting date**

Employee Recruitment Bonus Policy and meeting to be held on February 6, 2018.  
Administrator to report back on the monthly meeting with the staff.

**Closed Session:** Motion to go into Closed Session pursuant to Wis. Stat. 19.85(1)(c) considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility for Parking Manager Mullally, Public Works Director Earle, Harbormaster Grey, and PD Communications Supervisor Froggatt.

Alderman Howell motion to go into closed session, second by Hedlund. Motion carried by roll call 5 to 0 at 5:31 pm.

Motion by Hedlund, second by Halverson to return to open session pursuant to Wisconsin Statutes 19.85 (2) and take action on any items discussed in closed session with roll call. Motion carried 5 to 0.

Alderman Halverson motion to take no action, second by Howell. Motion carried 5 to 0.

### **Adjourn**

Alderman Howell motion to adjourn at 5:55 pm, second by Flower. Motion carried 5 to 0.

/s/ Blaine Oborn, City Administrator

**THESE MINUTES ARE NOT OFFICIAL UNTIL APPROVED BY THE PERSONNEL COMMITTEE**

*1/08/2018 12:00 pm*