

PERSONNEL COMMITTEE MINUTES

TUESDAY, DECEMBER 5, 2017 – 4:30 PM

CONFERENCE ROOM 2A, CITY HALL

Meeting call to order by Chairman Hedlund at 4:30 pm

Roll Call: Present – Alderperson Hedlund, Halverson, Straube, Howell Also Present: Administrator Oborn, Ald. Kordus
Ald. Flower joined in at 4:37

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

Speaker 1.) Jo Busch opposed to the last minute notice / changes as it doesn't allow time to amend our personal budgets or research alternative insurance opportunities. She asked that the committee consider changing the new imposed employee premium contributions to the difference between the family and single plan and pay a percentage of the difference. She also suggested the spousal surcharge be discontinued if employees are to start paying premiums.

Speaker 2.) Courtney Bonk - recommend Blaine's consideration of going with Jan. 1, 2019 premium share start date stating it would give employees time to budget and time to research doctors/plans as she's currently pregnant and undergoing care. Request for time to research and have providers come in to explain the plan so employees fully understand what's available.

Speaker 3.) Cindy Papenfus – The three year old Compensation study and insurance study needs to be reevaluated if employees are going to take on cost of premium share. She also requested options be researched and presented and employees kept informed of the changes well in advance.

Approve the Personnel Committee minutes from November 7, 2017 and November 16, 2017, as prepared and distributed.

Ald. Howell motion to approve, second by Straube. Motion carried unanimously 5 to 0.

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

a. Claims Paid 6 Month Rolling Average

Committee discussion six month rolling average for claims. No action taken.

b. Aurora Clinic

Ald. Howell motion to expand the clinic to all city employees, second by Halverson. Motion carried 5 to 0.

c. Pricing Fully Insured plans including direct plans and the State Health Plan

Committee discussed it's too late for open enrollment as employees need 60 day notice.

d. Employee Premium Contribution

Ald. Flower motion to implement family premium at a 10% Family Rate of \$273.69 effective March 1, 2018, second by Hedlund. Motion carried 5 to 0.

e. Spousal Surcharge

Ald. Hedlund leave spousal surcharge of \$131.05 the same, second by Halverson. Motion carried 4 to 1 noe Flower.

Discussion/Recommendation of Revised City Organizational Chart with revisions for City Hall and Library

Ald. Howell motion to revise the org chart with revisions for city hall and library as presented, second by Halverson. Motion carried 5 to 0.

Discussion/Recommendation of Resolution for 2018 Pay Scale Grades and Pay Scale

Ald. Howell motion for resolution for 2018 pay scale grades and pay scale as presented, second by Halverson. Motion carried 5 to 0.

Discussion/Recommendation of Employee Recruitment Bonus Policy

Ald. Hedlund continued the employee recruitment bonus policy to next meeting, second by Howell. Motion carried 5 to 0.

Future agenda items and meeting date

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, and Harbormaster Grey

Ald. Howell motion to move to closed session at 5:52 pm, second by Halverson. Motion carried 5 to 0. Roll Call: Present, Ald. Howell, Flower, Halverson, Straube, and Hedlund. Also present: Mayor Kupski, Ald. Kordus and Administrator Oborn

Motion to return to open session pursuant to Wisconsin Statutes 19.85 (2) and take action on any items discussed in closed session

Ald. Howell motion to return to open session at 6:17 pm, second by Flower. Motion carried 5 to 0.

Ald. Howell move to have Administrator proceed as instructed in closed session, second by Halverson. Motion carried 5 to 0.

Ald. Howell move to adjourn at 6:18 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

12/07/2017 4:07 pm

cc: Aldermen, Mayor, Administrator, Attorney, Media