

**JOINT MEETING OF THE PERSONNEL COMMITTEE & FINANCE, LICENSE & REGULATION
COMMITTEE MINUTES**

TUESDAY, OCTOBER 16, 2018 – 5:00 PM

CITY HALL, CONFERENCE ROOM 2A

Committee Members: Ken Howell, Selena Proksa, Doug Skates, John Halverson, Cindy Flower, Shari Straube, and Rich Hedlund

Chairperson Mayor Hartz called the meeting to order at 5:00 p.m.

Roll Call

Present: Howell, Proksa, Straube, and Hedlund

Absent: Skates, Halverson, and Flower

Flower joined the meeting at 5:01 p.m.

Comments from the public as allowed by Wis. Stats. §19.84(2), limited to items on this agenda except for public hearing items. Comments will be limited to 5 minutes

Jean Froggatt; Communication Supervisor of the Police Department; Spoke to the hardship of finding applicants for the open Dispatch position and suspects that it is attributed to the health benefits.

Discussion/Recommendation regarding plan details of the United Health Care + Difference Card for employee health benefits

City Administrator Berner stated that this meeting is necessary as the joint committee will need to identify several different points with the health benefits, which include maintaining the same levels of deductibles, determining the premium share, and removing the spousal surcharge.

Halverson joined the meeting at 5:14 p.m.

Finance Director Hall outlined the different premium share options that she calculated included a share at 5%, 8%, 10%, and 12%. She discussed how much the employees would contribute at the different rates and what the City portion would be.

Motion by Hedlund to allow the office manager of the Utilities Commission to speak, second by Proksa. Motion carried 6-0.

Motion by Howell to recommend the 5% employee contribution, remove the spousal surcharge, and keep the Aurora Clinic, no second was offered. Motion failed for a lack of a second.

Hedlund stated that the State does not allow for a higher than 12% employee contribution and felt if we had that insurance plan it would be easier come time for police negotiations.

Motion by Proksa to maintain the current deductible amounts: \$1,000/single and \$2,000/family, second by Howell. Motion carried 6-0.

Flower spoke in favor of having the employee premium be at 5% as it would be less of a hit on the employees initially.

Motion by Howell to approve the 5% employee premium share, no second was offered. Motion failed for a lack of second.

Motion by Howell to approve 7% employee premium share, second by Proksa. Motion carried 6-0.

Motion by Proksa to approve that all employees pay the premium share of 7%, second by Straube. Motion carried 6-0.

Motion by Proksa to eliminate the Spousal Surcharge, second by Flower. Motion carried 6-0.

Motion by Flower to eliminate the Aurora Clinic, second by Proksa.

Motion by Proksa to suspend the rules to allow Cindy Papenfus to speak, second by Halverson. Motion carried 6-0.

Papenfus explained that she didn't have an opinion on closing the clinic or not; she indicated that the biggest complaint are the hours of operation of the clinic.

Motion was re-read. Motion failed 3-3, with Hedlund, Straube, and Howell voting no.

Motion by Proksa to continue the Aurora Clinic for six months, second by Halverson. Motion carried 6-0.

Motion by Hedlund to adopt the single plan where the employee pays the first \$1,000 of the deductible and the City pays the next \$4,000, additionally in the family plan. the employee pays the first \$2,000 and the City pays the next \$8,000, second by Straube. Motion carried 5-1, with Howell voting no.

Adjournment

Motion by Hedlund to adjourn, second by Howell. Motion carried 6-0. The meeting adjourned at 6:03 p.m.