



Bayfield County Administrator

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Mark Abeles-Allison, *County Administrator*

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BAYFIELD COUNTY PERSONNEL COMMITTEE MEETING

Brett Rondeau, Chair

Tom Gordon, Vice Chair

Tom Snilsberg

Dennis Pocernich

Harold Maki

Dear County Board Members:

This letter is written to inform you of a Bayfield County Personnel Committee Meeting scheduled for, Thursday, November 1, 2018 at 4:00pm, in the Emergency Operations Center (EOC), Bayfield County Annex, Washburn, Wisconsin.

Notice is hereby given that a majority of the Bayfield County Board may be present at the meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Bayfield County Board pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis. 2d 553, 494 N.W.2d 408(1993), and must be noticed as such, although the County Board will not take any formal action at this meeting.

AGENDA

1. Call to order
2. Public Comment
3. Discussion and Possible Action Regarding Approval of Minutes of October 17, 2018.
4. Discussion and Possible Action regarding 2019 Health Reimbursement Account Design.
5. Exchange of Initial Proposals with Teamsters Local 346.
6. The committee may enter in and out of closed session pursuant to Wisconsin Statutes:
 - a. §19.85(1)(c, e) to approve Closed Session Minutes of October 17, 2018
 - b. §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the

governmental body has jurisdiction or exercises responsibility, to review recent exit interviews.

- c. §19.85(1)(e) to deliberate or negotiate the purchase of public properties, investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The committee will deliberate negotiations with Teamsters Local 346 and WPPA Local 216.

7. Reports:

- a. Personnel Financial Report
- b. Staffing Update

8. Adjourn

Should you have any questions in the meantime, please do not hesitate to contact my office.

Sincerely,

Mark Abeles-Allison

Mark Abeles-Allison

Bayfield County Administrator

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Enc.

Any person planning to attend a Bayfield County meeting that has a disability requiring special accommodations should contact 373-6100, 24-hours before the scheduled meeting, so appropriate arrangements can be made.

cc: Mr. Scott Fibert, Bayfield County Clerk
Bayfield County Board of Supervisors
The County Journal, via email
The Daily Press, via email

Personnel Committee Narrative, November 1, 2018

Item 4: Our 2019 health plan for courthouse/annex employees will have a higher deductible as approved at the last meeting.

HMO	2018 Deductible	2019 Deductible	2018 HRA	2019 HRA
Single	\$3000	\$4000	\$2400	\$2400
Limited/Family	\$6000	\$8000	\$4800	\$4800

We need to discuss how the HRA will operate. At present the HRA kicks in **after** the employee share of deductible is met. Currently, with a \$3000 deductible, the employee pays the first \$600, the county pays the next \$2400 for the single plan.

HMO	2018 Employee Share of Deductible	2019 Employee Share of Deductible
Single	\$600	\$1600
Limited/Family	\$1200	\$3200

The 2019 HMO plan will have a deductible of \$4000, with an employee responsibility of \$1600 and an HRA of \$2400.

We have multiple options, a few are listed below.

1. Maintain the same format, where the employee share of deductible is paid first, then county HRA. Employee to pay the first \$1600 , County HRA pays \$2400
2. Employee to pay the first \$1000, County HRA to pay next \$2400, Employee pays remaining \$600. \$1000/\$2400/\$600
3. Employee to pay the first \$800, County HRA to pay the next \$2400, Employee pays remaining \$800.
4. Employee to pay the first \$600 (same as now), County HRA to pay the next \$2400, Employee pays remaining \$1000.

Notables:

- 70% of Bayfield County participants incurred less than \$4000 in medical costs last year.
- Unspent HRA funds returned to the county (\$300,000) are an important source of revenue for the county.
- Employee contributions for health insurance are going up 10% in 2019, plus the max out of pocket is increasing \$1000 for a single HMO plan and \$2000 for the Limited/Family Plan.

I have asked our Health Insurance consultant to review and provide insight and recommendations on this issue as well.

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, October 17, 2018
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Dennis Pocernich, Tom Gordon (present until 4:50pm), Tom Snilsberg, Brett Rondeau

Members Excused: Harold Maki

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant

Meeting called to order at 4:00pm by Chairman Rondeau

Public Comment: None Received

Motion Gordon, Snilsberg to approve minutes of the September 6, 2018 Personnel Committee meeting. Motion carried.

2019 Health Insurance Plan Design: Abeles-Allison and Kavajecz reviewed the current plan design and the proposed changes to the plan design. Input from the Health Insurance Focus Group was shared.

Motion Gordon, Snilsberg to accept proposals presented as 9a and 10a from Security Health Plan for HMO and POS plans in 2019. Motion Carried.

Benefit Adjustments in 2019: Abeles-Allison reviewed 2 proposals.

- 1) Employees electing to participate in the POS plan would receive the county's HMO plan contribution, with the employee paying the premium difference for participation in the POS plan.
- 2) Allow up to \$2000 of vested HRA funds to be used for vision and dental purposes.
Downsides: There is about \$375,000 in the bank for HRA currently. The county could lose some interest on these funds if more banked HRA funds are utilized. Employees could request that more HRA funds be allowed.

WPPA representatives joined the meeting at 4:15pm.

Motion Gordon, Pocernich to approve the 2 benefit adjustments discussed. Motion Carried.

2019 Wage Scale Index: The 2019 budget included a half percent wage schedule index for 2019.

Motion Pocernich, Gordon to approve a .5% indexing for the wage schedule for 2019. Motion Carried.

Motion Pocernich, Gordon to enter in and out of closed session pursuant to Wisconsin Statutes: §19.85(1)(c, e) to approve Closed Session Minutes of September 6, 2018; §19.85(1)(c) to consider employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility, to

review recent exit interviews; §19.85(1)(e) to deliberate or negotiate the purchase of public properties, investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. The committee will deliberate negotiation strategy and negotiate with the Teamsters Local 346 and WPPA Local 216. Motion Carried. Entered Closed Session at 4:20 pm.

Motion Pocernich, Snilsberg to return to open session. Motion Carried. Returned to open session at 6:00 pm

Staffing 2019: Executive Committee recommended the following in the 2019 budget, which will go to public hearing on October.

Burghaus returned to the room to state that the last proposal provided will need to be the final proposal from WPPA. He exited the room and returned to the caucus.

Motion Pocernich, Snilsberg to return to closed session. Motion Carried. Returned to closed session at 6:02pm.

Motion Pocernich, Snilsberg to return to open session at 6:16pm

Reports:

- 1. Regional Personnel Program:** Abeles-Allison and Kavajecz provided summaries of recent human resources related programs and meetings that were attended.
- 2. Workers Comp Rating, 2019:** Has increased to .96 due to some large claims in 2016 and 2017.
- 3. Personnel Financial Report:** Up about 3.5% over the previous year, but within budget.
- 4. Staffing Update:** PT Jailer, PT Cook, PT Tourism Clerk, PT Nurse openings.

Meeting adjourned at 6:27pm.

Minutes respectfully submitted by Kristine Kavajecz