

**Minutes of the
Bayfield County Personnel Committee Meeting
4:30 PM, January 4, 2018
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Brett Rondeau, Dennis Pocernich, Bill Bussey, Harold Maki (4:52)

Members Excused: Rachel Coughtry

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Bob St. Arnold-Marsh McLennan Agency, Jake Brandis

Meeting called to order at 4:30pm by Chairman Rondeau

Public Comment: None received

Approval of Minutes of December 7, 2017: *Motion Bussey, Pocernich to approve minutes of the December 7, 2017 Personnel Committee meeting. Motion Carried (3-0)*

Discussion regarding HRA -vs- HSA: Abeles-Allison explained that the county has had an HRA for the last several years. The HRA was implemented to compliment/offset the high deductible health plan. 25% of HRA funds unused by employees remain in an account for employee use upon retirement. Coughtry could not attend the meeting, but provided an email which stated that the county needs to answer the question of what the purpose of the county health plan is: 1) To pay expenses for the very sick? 2) To keep employees healthy? or 3) To provide a financial benefit?

St Arnold reviewed the current Security Health Plan Design/deductibles. He explained that an HSA provides a higher degree of consumerism on the part of the employee. St Arnold explained that the current SHP HRA can only be used for deductible expenses. An HSA is more flexible and can be used for other items such as dental or vision expenses. St Arnold predicts that premium increases will demand that the county's health insurance plan design be modified to increase the employee share of deductible to maintain reasonable premiums.

Abeles-Allison reported that on average, about 44% of HRA allocations are returned to the county on an annual basis (unused by employees).

St Arnold stated that many employers that offer both an HMO and POS plan, pay the employer share of the HMO plan. Employees that are enrolled in the POS plan pay the difference to participate in the POS.

Harold Maki arrived at 4:52pm.

HRA's are employer funded. HSA's can be both employer and employee funded.

Review Of and Discussion Regarding County Wage Schedule: A summary of the county's wage policy was reviewed. Over the last several years, the county has undertaken 2 wage studies. In 2016 an 11-step wage schedule was developed. The median of the wage schedule was set at

5% above the industry average. The scale reflects a 2.5% increase at each step, with the maximum step being 117.5% of the industry average. In addition, the county board may take action each year to index the wage schedule to keep the schedule competitive with the industry.

Tom Toepfer addressed the committee regarding Paul Johanik, Patrol Superintendent. Paul is at step 11 of the wage schedule and will receive the indexed increase, but is no longer eligible for a step increase. The concern is that Paul is a 30-year, dedicated employee and it seems unfair that he would only receive the indexed increase, which in 2018, is .5%, half of one percent, when the CPI was determined to be 1.84%.

Bussey explained that for these employees at the top step of the wage schedule, if the county board did not approve an indexing at the same rate as the CPI, the employee would essentially reduce their purchasing power because their wage increase would not be equal to inflation.

The committee suggested that some options be investigated with regard to this topic.

Delta Dental Insurance: Motion Pocernich, Maki to remain with the Delta Dental Premier Plan that was utilized in 2017. Motion Carried (4-0)

Reports:

1. Personnel Financial Reports, 2017: Personnel expenses were up only 1% in the general fund in 2017 over 2016.
2. Health Insurance Utilization: No data available
3. County Surveyor: A part-time Surveyor has been contracted, Pat McKuen with Pine Ridge Surveys. Bob Mick will continue to serve on a back-up basis.

Motion Bussey, Maki to enter in and out of closed session pursuant to Wisconsin Statutes §19.85(1)(c) for discussion and possible action regarding employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility: Closed Session Minutes of December 7, 2017 and Personnel Evaluation Reviews. Motion Carried (4-0)Entered closed session at 5:35

Motion Maki, Bussey to return to open session. Motion Carried (4-0) Returned to open session at 5:48 pm

Meeting adjourned at 5:48pm

Minutes respectfully submitted by Kristine Kavajecz