

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, April 4, 2019
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Dennis Pocernich, Brett Rondeau, Harold Maki, Tom Gordon

Members Excused: Tom Snilsberg

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Bob StArnold- Marsh and McLennan Agency, Elizabeth Skulan-Human Services Director

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

Public Comment: None Received

Motion Pocernich, Maki to approve minutes of the March 7, 2019 Personnel Committee meeting. Motion Carried.

Health Insurance Overview and Options Discussion, 2020: Abeles-Allison explained that the county's health insurance utilization continues to be high. The county is beginning to evaluate options for coverage in 2020. One option being considered is the Teamster Health Plan. Bob StArnold was invited to provide some initial analysis of the Teamster Health Plan option. The Teamster Plan is a Taft-Hartley Plan. StArnold explained that the county should investigate the legality of allowing non-union employees to participate in a Taft-Hartley Plan because it would require all employees to participate. A cost/benefit analysis would also need to be conducted. 385 lives used the Security Health plan in 2018, about 20% had claims over \$10,000. Another consideration would be network access to care. Teamster representatives have been invited to the next meeting to provide an overview of the insurance coverage and discuss the coverage network as well as what would be required of the county for participation.

St Arnold exited the meeting at this time.

County Emergency Services Volunteer Responder Policy: Handout was provided with a slightly revised policy proposal. The policy was reviewed. It was explained that if approved, the policy would be used as a catalyst to encourage other county businesses to consider implementation.

Motion Gordon, Maki to approve the Emergency Services Volunteer Responder Policy. Brief discussion about what "on call" means. It was determined that "on call" refers to ambulance services that assign volunteers to be available at specific times. Motion Carried. (4-0)

End of Employment Vacation Policy. The committee discussed options for a policy addressing paid leave time at the end of employment. One consideration is to pay out accrued leave on the last paid work day and have that be the last day of employment. Another option is to not allow vacation during the last 2 weeks of employment. Consensus of the committee is to have the county administrator draft a policy for their consideration at the next meeting.

Comprehensive Community Services Program Staffing Options: Skulan provided an update on the CCS program with New Horizons North. Notice was provided to New Horizons that the county would be discontinuing the contract effective June 1. New Horizons responded that the contract will expire at the end of April and they will not extend it. As a result, the county is looking at 3 new positions, 2 Service Facilitators and 1 Clinical/Mental Health Professional. These positions will be paid 100% with Medicaid funds.

Motion Gordon, Maki to approve the hiring of the 3 positions as discussed. Maki stated that he would like to see a monthly report on the cost effectiveness of these positions. It was noted that this information is reported at the Human Services Committee and can be provided to board members as requested. Motion Carried (4-0)

Reports

- a) Personnel Financial: Overall personnel related expenses are at 26% for the year.
- b) Health Insurance Reports: End of 2018 currently showing 119% utilization.

Skulan exited the meeting at this time.

Motion Pocernich, Gordon to enter into closed session pursuant to Wisconsin Statutes:

- a. *§19.85(1)(c, e) to approve Closed Session Minutes of March 7, 2019*
- 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:*
 - i. *Update on recent disciplinary actions*
 - ii. *Review recent exit interviews.*
- c. *[19.85\(1\)\(g\)](#) (g) Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved.*
 - i. *Wisconsin Fair Employment Act Complaint*
 - ii. *Unemployment Claim*

Motion Carried. Entered closed session at 4:57pm.

Motion Gordon, Maki to return to open session. Motion Carried. Returned to open session at 5:15pm

Meeting adjourned at 5:15pm.

Minutes respectfully submitted by Kristine Kavajecz