

**Minutes of the  
Bayfield County Personnel Committee Meeting  
4:30 PM, April 5, 2018  
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

**Members Present:** Brett Rondeau, Dennis Pocerlich, William Bussey, Harold Maki,

**Members Excused:** Rachel Coughtry

**Others Present:** County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Pete Morrisette-Health Educator, John Carlson-Corporation Counsel

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

**Public Comment:** None

**Approval of Minutes of March 1, 2018:** *Motion Bussey, Pocerlich to approve minutes of the March 1, 2018 Personnel Committee meeting. Motion Carried (4-0)*

**Wellness planning / incentives for 2019/2020:** Abeles-Allison reviewed data received from Security Health regarding the Bayfield County employee health participation. Morrisette reviewed recommendations from Security Health to consider implementing an outcomes based incentive program based on each employee's specific health status. Insurance utilization for 2017 was 125%. Questions from the committee included: is the utilization due to a handful of large cases, or a result of a broad range of health concerns/conditions. Another question was to find out what other organizations that have the outcome based programs are offering for incentives and what they are requiring to obtain the incentives. Morrisette exited the meeting at this time.

**Benefits when employee is called to Active Military Duty:** This topic was discussed at a previous meeting. Life insurance continues while the employee is on leave. For the Wisconsin Retirement System, the employee has the option to make up the contributions that were missed while they were on leave. If the employee contributes, the county would provide the county's match. The current policy is to not continue vacation allocations while an employee is in unpaid status. The county could consider modifying this policy specific to military leaves. After brief discussion the consensus of the committee is to authorize the County Administrator to draft a policy modification allowing up to an annual 2 week accrual of vacation during military leave.

**Benefit Adjustments in 2019:** The committee reviewed options that are being considered including: Adjusting the HRA carry-over amount, incentives for eligible employees that do not take county health insurance, county to pay only the base HMO cost regardless of which plan the employee enrolls in.

John Carlson joined the meeting at this time.

**Reports:**

- a. **Personnel Financial Reports, end of March 2018:** Handout was provided.
- b. **Health Insurance Utilization, end of Nov, Paid through January 2018:** 125%
- c. **Staffing Update:** A list of vacant positions and their associated status was reviewed.

*Motion Maki, Pocernich to enter in and out of closed session pursuant to Wisconsin Statutes §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 and to approve Closed Session Minutes of January 4, 2018. All present were permitted to remain in the closed session. Entered closed session at 5:20pm*

*Motion Bussey, Pocernich to return to open session. Motion Carried. Returned to open session at 5:30pm*

Meeting adjourned at 5:30 pm.

*Minutes respectfully submitted by Kristine Kavajecz*