

**Minutes of the  
Bayfield County Personnel Committee Meeting  
4:00 PM, May 31, 2018  
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

**Members Present:** Brett Rondeau, Dennis Pocerlich, Tom Gordon, Harold Maki,

**Members Excused:** Tom Snilsberg

**Others Present:** County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Tamma Notaro-SHP, Janelle Radant-SHP, Tanya Scherf-SHP, Dan Heffner, Jody Heffner, Bonnie Chivers, Pete Morrissette-Health Educator

Meeting called to order at 4:00pm by Rondeau

**Public Comment:** None Received

**Presentation by Security Health Plan regarding Health Insurance Utilization and Recommendations for the 2019:** Current utilization is 124% for the past 24 months. 93% is considered a break even loss ratio from Security Health's standpoint. Tamma Notaro with Security Health Plan provided an overview of the Employer Group Report, which was handed out to committee members.

Look at plan design: Deductible, employee share of premium for each type of plan, Emergency Room Co-pay. Surcharge for members that have insurance available through a spouse.

**Wellness planning / incentives for 2019/2020:** All employees are currently eligible for a 5% discount on health insurance premiums if they employee and spouse have an annual physical and complete an on-line health risk assessment. Statistics show that weight and weight related medical conditions are a concern for Bayfield County employees. Security Health has recommended that the county consider an outcomes-based wellness incentive program. SHP provides free access to health coaching and other resources that could be a component of the outcomes based system.

**Benefit Adjustments in 2019:**

Options include: County contributing to at the HMO plan level, incentives for dual coverage, HRA roll-over adjustments, Consider implementing co-pays, offer in-house health center services, Implement Emergency Room Co-pay.

**Land Records Grant Positions:** There are currently 2 long term grant positions in the Land Records office: GIS Project Assistant and Survey Technician. The Land Records office has made a request to make these positions county positions instead of contracted positions. The 2018 budget included funds for a full-time surveyor. This position was unable to be filled, so has been contracted to a local surveyor. The ongoing funding for these positions is very secure according to the Land Records Administrator. The cost of making these positions county employees would be offset by the savings from not hiring a County Surveyor. Current expense for the contracts is about \$86,000. Cost as county employees would be estimated at \$135,000 depending upon health insurance selections. County Administrator feels these positions are important to the county and he would support this request, either now, or through the 2019 budget process.

*Motion Gordon, Rondeau to consider converting the GIS Assistant and Survey Technician positions to county employees as part of the 2019 budget process contingent upon continuing grant funding. Discussion took place regarding the long term costs and benefits that would result from this action. Motion Carried (3-1) Pocernich opposed.*

*Motion Pocernich, Maki to enter in and out of closed session pursuant to Wisconsin Statutes §19.85(1)(c, e) to approve Closed Session Minutes of April 5 and May 3, 2018; and §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 with regard to the Teamsters Local 346, which recently recertified as a collective bargaining unit. Motion Carried (4-0) Chivers was allowed to remain for a portion of the closed session. Entered closed session at 6:22pm.*

*Motion Gordon, Pocernich to return to open session. Motion Carried. Returned to open session at 7:09 pm.*

**Reports:** Payroll financial report reflected that expenses have increased less than 2% over the previous year at this time.

*Motion Pocernich, Gordon to receive the financial report and place it on file. Motion Carried.*

Meeting adjourned at 7:10pm.

*Minutes respectfully submitted by Kristine Kavajecz*