

**Minutes of the  
Bayfield County Personnel Committee Meeting  
4:00 PM, June 27, 2019  
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

**Members Present:** Dennis Pocernich, Brett Rondeau, Tom Snilsberg, Fred Stand (alternate)

**Members Excused:** Harold Maki, Tom Gordon

**Others Present:** County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Rod Alstead and Robert Doebler representing Teamster Health Plan, Paul Johanik-Highway Commissioner, Cheri Deragon-Highway Office Manager, Bob StArnold-Marsh & McLennan Agency.

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

**Public Comment:** none received.

*Motion Pocernich, Snilsbert to approve minutes of the April 4, 2019 Personnel Committee meeting. Motion Carried.*

**Health Insurance Overview -Teamster Health Plan:** Doebler distributed a handout to committee members. Introductions were made around the room. Abeles-Allison reported that the county has utilized Security Health and Teamster Health plans for several years. Goal for this presentation is to learn more about the Teamster Health option.

Teamster Plan is self-funded. Premiums are used to pay claims and administrative expenses. Currently about 3,000 members. Doebler reviewed the plan summary handout. The plan is primarily an 85% plan, which means that once the deductible is met, coverage is typically 85%. Rates for 2020 are expected to be established in October. Stop loss insurance is in place. Claims have been steady. Dental, Vision, Disability and Death benefits were reviewed. Composite rate is one rate regardless of household size. There is a Single/Family rate option and Retiree Rate option (requires 10 years of service).

Teamster HRA would be administered by Wilson-McShane and utilizes the Blue Cross Blue Shield Aware Network.

No selective participation, all employees must participate. A family could opt to enroll in the single plan if the employer utilized the Single/Family rate option instead of the composite option.

Teamster Health requires 3 months of premium before coverage is effective (2 months of administrative fee, 1 month of premium). The employer could appeal to the Teamster Trust to waive the 2 month admin cost for existing employees if the entire group opted to go with the Teamster Health Plan.

If the county chooses to go with the Teamster Health Plan, each employee would pay \$45 per month dues and would be members of the Teamster Union. Staff that directly support the Highway Operations would be exempt from the dues (County Clerk, County Admin, Treasurer staff). WPPA could not utilize the Teamster Health plan unless they changed to Teamster

representation.

Network providers can be researched on the Blue Cross Blue Shield Aware Network on the Blue Cross Blue Shield MN web site.

Teamster Health Plan participation agreements are on an annual basis.

Alstead and Doebler exited the meeting at 4:55pm.

StArnold reviewed the Security Health Plan claims experience report through February, 2019. Claims are at 126% of premiums paid. StArnold exited the meeting at 5:00pm.

Recommendations relative to the Teamster Health Plan:

- Complete a financial assessment
- Complete a qualitative comparison of the plans
- Evaluation of Health Reimbursement Funding
- Consider County health plan consolidation
- In August the Personnel Committee makes a recommendation for the 2020 budget.

#### **Discussion regarding Personnel Policies:**

- a. **End of Employment Vacation Policy:** A proposed policy was reviewed. The policy will be considered for action at the next meeting.
- b. **Maternity/Paternity Leave:** This policy is being proposed as a tool for recruitment and retention purposes. It would allow for 2 weeks of paid leave.
- c. **Vacation/Leave Time during early employment:** Current policy allows 2 days of sick leave upon hire. Proposal would be to increase this to 5 days. Sick leave is allowed to be used for any purpose during the first year of employment.

#### **Reports**

- a) **Personnel Financial:** Overall, personnel costs are up about 3.8% over the same time last year.
- b) **Health Insurance Reports:** February utilization was improved, but overall utilization is up.
- c) **Staffing Update:** Mechanic, checking licensure ability of Social Worker Applicant, PT Nurse, PT person hired to conduct survey work, Interim Veterans Service Officer to cover deployment period of Kevin Johnson, Energy Intern.

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

- d. *§19.85(1)(c, e) to approve Closed Session Minutes of April 4, 2019*
- e. *§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.*
  - iii. *Highway Office Manager Wages*
- f. *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*

*Paul Johanik and Cheri Deragon were invited to remain in closed session for pertinent discussion. Motion Carried. Entered closed session at 5:20pm.*

*Motion Pocernich, Snilsberg to return to open session. Motion Carried. Returned to open session at 5:55pm*

Meeting adjourned at 5:55pm.

*Minutes respectfully submitted by Kristine Kavajecz*