

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, September 5, 2019
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

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

Members Excused:

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Elizabeth Skulan-Human Services Director

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

Public Comment: None received.

Motion Gordon, Snilsberg to approve minutes of the August 1, 2019 Personnel Committee meeting. Motion Carried (4-0). Maki arrived after the vote.

Health Insurance and HRA plans for 2020: Abeles-Allison shared the renewal notice received from Security Health Plan indicating a 20% renewal for 2020. The budget included a 10% health insurance increase. Discussions are underway with Security Health Plan to reduce the premium increase. One suggestion of the broker is to consider changing to an Health Savings Plan (HSA) instead of a Health Reimbursement Account (HRA). Other considerations could include adjustments to plan design, adjustments to HRA amounts, adjustments to what the HRA can be used for, and other providers.

Use of HRA roll-over for Dental/Vision Expenses in 2020: Up to 2,000 of Vested HRA funds in 2019 were made available for employees to use for dental and vision expenses. Recommendation was made to extend this to 2020.

Motion Pocerlich, Gordon to allow employees to use up to \$2000 of vested roll-over HRA funds for eligible dental and vision expenses in 2020. Motion Carried (5-0)

2020 Personnel Requests:

Sheriff's Office: Communication from the Jail Administrator was shared with the committee. A review of the history of Jailer wages was shared. Comparable starting wages for several other counties were also shared.

Communication Officers: A request was made for an additional part-time CCO to fill in for vacations etc..

Social Worker Wages (DHS Resolution 2019- 02): Elizabeth Skulan was invited to speak to the committee regarding the results of an advisory committee in Human Services that has recommended that Social Worker wages be adjusted. The recommendation was approved by the Human Services Board and forward to the Personnel Committee in the form of a resolution. The resolution also recommends that the benefits package be reviewed with particular attention to time off.

Abeles-Allison reviewed statistics on Social Worker vacancies over the past 5 years. The committee asked for a summary of the reasons that the social workers left.

Criminal Justice, Case Manager: A request is made to increase a part-time employee to full-time with the additional hours being grant funded.

Human Resource Needs: Abeles-Allison reported that at the Department Head meeting, several departments

Reports

- a) Personnel Financial: Up about 3.3% over the previous year, right on budget.
- b) Staffing Update: Review of current openings and where jobs are advertised.

The committee did not go into closed session.

Meeting adjourned at 5:15 pm.

Minutes respectfully submitted by Kristine Kavajecz