

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, September 6, 2018
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Dennis Pocernich, Tom Gordon, Tom Snilsberg, Brett Rondeau

Members Excused: Harold Maki

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant, Bob StArnold-Marsh & McLennen Agency (via telephone), Kim Mattson-Accountant

Meeting called to order at 4:03pm by Chairman Rondeau

Public Comment: None Received

Motion Pocernich, Gordon to approve minutes of the July 5, 2018 Personnel Committee meeting. Motion carried.

2019 Health Insurance Plan Design: Abeles-Allison explained that the county is averaging 120% experience rating. The county solicited proposals for coverage in 2019. Bob StArnold, the County's broker with Marsh & McLennan Agency reported that information was distributed to 7 insurance companies for proposals. Security Health Plan and Medica were the only companies that responded to the request for proposals due to the county's experience rating. The quote from Medica reflects a more narrow HMO network. The Medica plan would primarily include Essentia Health. The premium increase for this plan was quoted at a 16.54% rate increase. Security Health Plan has proposed a rate increase of 19.8% for the same (existing) plan in 2019. Security Health provided 16 additional plan design options. StArnold reported that if the county's goal is to maintain a 10% or lower rate increase, the deductible must be increased.

The county could consider several different options to contain costs:

- Plan design changes
- County to contribute at the HMO premium level with employees to pay the difference if selecting the POS plan.
- Increase employee share of premium.
- Decrease HRA contribution or roll-over amounts
- Access the Health Insurance reserve fund. This is not recommended because it would be a one-year stop-gap, but would not address ongoing costs.

It was noted that federal employees pay 28% of insurance premiums. Suggestion was made to gather input from employees on what is most important with regard to health insurance coverage.

Motion Gordon, Pocernich to authorize Abeles-Allison to work with the employee group and broker on plan modifications with Security Health Plan and to bring those recommendations back to the Personnel Committee in October. Motion Carried.

StArnold disconnected from the meeting at this time.

Benefit Adjustments in 2019: Suggestion was made to discuss dual modifications including an

increase in employee share of premium and benefit plan adjustment. Abeles-Allison reported that the Teamsters have offered to bring all county employees on to the Teamster Health Plan. This plan requires that all employees take the coverage. A cost analysis revealed that this would be a fairly equal cost to the Security Health Plan. Teamsters would also require that the county pay the \$45/month/employee teamster fee.

Travel Reimbursement Policy: The draft policy was reviewed.

Motion Gordon, Snilsberg to amend the Travel policy as presented effective September 6, 2018. Motion Carried.

2019 Wage for those employees at the 11th step of the wage scale: Abeles-Allison reviewed that there are currently 8 employees at step 11 for the second year or more. These employees currently receive the wage scale index (typically .5%). In 2018, the County authorized that those employees at Step 11 for the second year or more receive a stipend equal to the January 1 CPI, less the indexed amount. This was authorized for 2016 and 2017. In 2019, the January 1 CPI is 2.25%. If the indexed amount is .5%, that could result in a 1.75% stipend if authorized. There will be 8 employees at this level in 2019.

Motion Pocernich, Gordon to maintain the practice of issuing a stipend equivalent to the January 1 CPI less the indexed amount for those employees at Step 11 of the wage scale for the second year or more in 2019. Motion Carried.

Budget Discussion, staffing 2019: Department Requests include:

- Increase of Maintenance staff person by 8 hours per week (from 50% to 70%).
- Register of Deeds has requested a 50% employee, no benefits. This person would primarily work on scanning.
- Clerk of Court has requested to increase a 50% staff person to 100%. This office reduced a full-time to a half time staff person a couple of years ago. This would be replacing that reduction.
- Land Records has requested that 2 current contract positions be converted to permanent county positions. The Survey Technician will be reducing his county work to 2 days per week and will be working for a private surveyor the other 3 days per week. His intent is to obtain his Survey license within the next year.

The committee discussed that the budget will determine whether any funds are available for additional staffing. The concern with increased insurance costs may dictate this.

Reports:

- a. Workers Comp Rating, 2019: There were a couple of larger claims in 2018. The mod factor has increased from .66 to .98.
- b. Personnel Financial Report: It was noted that the report compares the same number of payrolls from 2017 and 2018. It reflects an overall increase of 3.3% over this time in 2017.
- c. Staffing Update: Most summer interns have ended. A list of recent hires was included in the packet.

Move October meeting date to October 18 for WPPA negotiations

Mattson exited the meeting at this time.

Exchange of initial proposals with WPPA, Local 346.

Motion by Pocernich, Gordon to move item 9 after item 10 and to enter into closed session pursuant to Wisconsin Statutes: §19.85(1)(c, e) to approve Closed Session Minutes of July 5, 2018; §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; and §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 and WPPA Local 216. Motion Carried. Entered closed session at 5:09pm.

Motion Gordon, Pocernich to return to open session. Motion Carried. Returned to open session at 6:13pm

Meeting adjourned at 6:13pm.

Minutes respectfully submitted by Kristine Kavajecz