

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, October 17, 2018
Emergency Operations Center (EOC), Bayfield County Annex, Washburn, WI**

Members Present: Dennis Pocernich, Tom Gordon (present until 4:50pm), Tom Snilsberg, Brett Rondeau

Members Excused: Harold Maki

Others Present: County Administrator Mark Abeles-Allison, Kristine Kavajecz-Assistant

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

Public Comment: None Received

Motion Gordon, Snilsberg to approve minutes of the September 6, 2018 Personnel Committee meeting. Motion carried.

2019 Health Insurance Plan Design: Abeles-Allison and Kavajecz reviewed the current plan design and the proposed changes to the plan design. Input from the Health Insurance Focus Group was shared.

Motion Gordon, Snilsberg to accept proposals presented as 9a and 10a from Security Health Plan for HMO and POS plans in 2019. Motion Carried.

Benefit Adjustments in 2019: Abeles-Allison reviewed 2 proposals.

- 1) Employees electing to participate in the POS plan would receive the county's HMO plan contribution, with the employee paying the premium difference for participation in the POS plan.
- 2) Allow up to \$2000 of vested HRA funds to be used for vision and dental purposes.
Downsides: There is about \$375,000 in the bank for HRA currently. The county could lose some interest on these funds if more banked HRA funds are utilized. Employees could request that more HRA funds be allowed.

WPPA representatives joined the meeting at 4:15pm.

Motion Gordon, Pocernich to approve the 2 benefit adjustments discussed. Motion Carried.

2019 Wage Scale Index: The 2019 budget included a half percent wage schedule index for 2019.

Motion Pocernich, Gordon to approve a .5% indexing for the wage schedule for 2019. Motion Carried.

Motion Pocernich, Gordon to enter in and out of closed session pursuant to Wisconsin Statutes: §19.85(1)(c, e) to approve Closed Session Minutes of September 6, 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; §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 and negotiate with the Teamsters Local 346 and WPPA Local 216. Motion Carried. Entered Closed Session at 4:20 pm.

Motion Pocernich, Snilsberg to return to open session. Motion Carried. Returned to open session at 6:00 pm

Staffing 2019: Executive Committee recommended the following in the 2019 budget, which will go to public hearing on October.

Burghaus returned to the room to state that the last proposal provided will need to be the final proposal from WPPA. He exited the room and returned to the caucus.

Motion Pocernich, Snilsberg to return to closed session. Motion Carried. Returned to closed session at 6:02pm.

Motion Pocernich, Snilsberg to return to open session at 6:16pm

Reports:

- 1. Regional Personnel Program:** Abeles-Allison and Kavajecz provided summaries of recent human resources related programs and meetings that were attended.
- 2. Workers Comp Rating, 2019:** Has increased to .96 due to some large claims in 2016 and 2017.
- 3. Personnel Financial Report:** Up about 3.5% over the previous year, but within budget.
- 4. Staffing Update:** PT Jailer, PT Cook, PT Tourism Clerk, PT Nurse openings.

Meeting adjourned at 6:27pm.

Minutes respectfully submitted by Kristine Kavajecz