

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, November 1, 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

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

Public Comment: None Received

Motion Gordon, Snilsberg to approve minutes of the October 17, 2018 Personnel Committee meeting. Motion carried.

Zak Radzak, Chad Ward, Martin Skaj, Cheri Deragon and Dalt Collins joined the meeting representing the Teamsters.

Exchange of Initial Proposals with Teamsters Local 346: Teamsters proposed the max CPI-U, which is 2.25% for January 1, 2019.

Groups caucused at 4:10pm.

Motion Pocernich, Gordon to enter in and out of closed session pursuant to Wisconsin Statutes:

- a. §19.85(1)(c, e) to approve Closed Session Minutes of October 17, 2018*
- b. §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.*
- c. §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 negotiations with Teamsters Local 346 and WPPA Local 216.*

Motion Carried. Entered Closed Session at 4:10pm

Motion Pocernich, Snilsberg to return to open session. Motion Carried. Returned to open session at 4:26pm

2019 Health Reimbursement Account Design:

Abeles-Allison explained that at the previous Personnel Committee meeting, the committee approved a Security Health Insurance Plan for 2019 that reflects approximately a 10% premium increase.

The plan includes a \$4,000/\$8,000 deductible for the HMO plan with a \$2,400/\$4,800 HRA, leaving an employee responsibility of \$1,600/\$3,200. In 2018 the employee share of deductible was \$600/\$1,200. The committee discussed how much of the deductible the employee will be responsible to pay before they may access the HRA under the 2019 plan design. 3 options were

provided to begin the discussion:

- 1) Employee pay the full employee share before accessing the HRA.
- 2) Employee Pay the same \$600, then access HRA, then employee pays the balance.
- 3) Employee Pay \$800, then access HRA, then employee pays the balance.

The committee discussed the HRA plan for the Teamsters, which is \$5,350 per employee. Teamster HRA may be used for any eligible purpose (Vision, Dental, Deductible, etc). The committee discussed whether teamsters should be required to pay a portion of the deductible before they can access the HRA. Suggestion was made that Teamsters pay an initial \$500 of expenses prior to accessing HRA funds.

Motion Gordon, Snilsberg to accept option number 3 for the Security Health Plan related HRA with the employee paying the first \$800/\$1,600 of deductible, then HRA pay \$2,400/\$4,800, then employee pay the balance. Motion Carried.

Motion Pocernich, Snilsberg that Teamsters pay the first \$500 before accessing the HRA beginning in 2019. Motion Carried

Teamster representatives exited the meeting at this time.

Motion Pocernich, Gordon to return to closed session. Motion Carried. Entered closed session at 4:50pm

Motion Gordon, Snilsberg to return to open session at 5:15pm. Motion Carried.

Update was provided on recent interviews and vacant positions.

Motion Gordon, Snilsberg to return to closed session at 5:19pm. Motion Carried.

Motion Gordon, Snilsberg to return to open session. Motion Carried Returned to open session at 5:38pm

Motion Pocernich, Snilsberg to recommend the terms of the WPPA agreement to the County Board on November 13, 2018. Motion Carried.

Meeting adjourned at 5:40pm.

Minutes respectfully submitted by Kristine Kavajecz