

SALARIES AND GRIEVANCES COMMITTEE

MINUTES - 4: 00 PM (Monday, September 29, 2014) Generated by Vicki Leonhardt on Monday, September 29, 2014

1. OPENING OF MEETING

1.1 CALL TO ORDER

1.2 COMMITTEE MEMBERS: Chair Mary Lynne Donohue,

Jim Bohren, Don Hammond, Jodi VanderWeele EXCUSED:

Vice Chairman Ty Dassler ALSO ATTENDED:

Mayor Vandersteen, Jim Amodeo, Chief Romas, Chief Domagalski, Chad Pelishek, Ald. Hermann, Jenny Lawrence, Sheboygan Press

1.3 EX-OFFICIO MEMBER: Sandy Rohrick, Director of Human Resources

1.4 PLEDGE OF ALLEGIANCE WAS RECITED BY ALL

1.5 APPROVAL OF THE MINUTES FROM September 8, 2014 Motion to approve by Ald.

Hammond,

Second by Ald.

VanderWeele

- All Ayes.

2. ITEMS FOR DISCUSSION AND POSSIBLE ACTION

2.1 Res. No. 66 - 14 - 15 by Ald. Donohue, Dassler, Bohren, Hammond and VanderWeele adopting certain changes to the City's Medical Benefit Plan effective for calendar year 2015 coverage and establishing the monthly premium equivalent rates effective for January 2015 coverage and thereafter. Hand out from Sandy Rohrick the proposed changes to the Health Insurance Plan Options and

information on the high deductible plan.

Resolution 66 - 14 - 15 calls for a reduction in

the city' s

contribution to the premium amount, \$620.00 /month for the single plan and \$1466.00 /month for the family plan.

Sandy was asked to develop a high deductible plan that would have the same contribution

levels

with the employee being responsible to pay the deductible in the high deductible plan thus shifting

some of

liability to the employee. The employee's incentive to move to a high deductible

would be a reduction in the premium contribution.

The \$1500 /\$3000 plan

is a qualified high deductible plan which means the family deductible must be met first, by one or more members in the family, before co-pays apply. The other element is the health savings account (HSA) component.

The City would help partially fund the HSA to incentivize the employees

to enroll in this plan.

The employees can also contribute to the HSA, which is pre- taxed and can be thru payroll deduction. One of the biggest changes in the high deductible plan is the prescription drugs. The employee would have to pay entire amount of prescriptions until they reach their deductible.

If it is a preventive drug that would be a co-pay rather than the full amount. Ald. Donohue suggested to adopt the changes to the City's medical plan, to include the High Deductible

Plan as an option. Motion by Ald. Hammond to draft a substitute resolution to have both plans as options for 2015 and

the Health Savings Account has a one (1) time dump in January, by the City,

\$750 for the single plan and \$1500 for the family plan,

Second by Ald. VanderWeele.

All Ayes Sandy will set up mandatory health insurance meetings to educate the employees of the High Deductible Plan and consumerism.

3. CLOSING OF MEETING

3.1 NEXT MEETING DATE:

October 13, 2014

Motion to

adjourn by

Hammond,

Second by Ald.

VanderWeele

- All Ayes