

*****ATTACHMENTS*****

SALARIES AND GRIEVANCES COMMITTEE MINUTES - 4:30 PM (Monday, September 8, 2014)

Generated by Vicki Leonhardt on Monday, September 8, 2014

1. OPENING OF MEETING

1.1 CALL TO ORDER - Ald. Donohue called the meeting to order at 4:30 p.m.

1.2 COMMITTEE MEMBERS: Chair Mary Lynne Donohue, Vice Chairman Ty Dassler, Jim Bohren

EXCUSED: Don Hammond, Jodi VanderWeele

ALSO ATTENDED: Mayor Vandersteen, Jim Amodeo, Chief Domagalski, Steve McLean, Chad Pelishek, Chuck Butler, Tim Kohlbeck, Bob Bluske, Mark Sommer, Bill Adams, Jenny Lawrence, Tom Jocz - Diversified Insurance Solutions

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 AUGUST 25, 2014

Motion to approve by Ald. Bohren, Second by Ald. Dassler - All Ayes

2. ITEMS FOR DISCUSSION AND POSSIBLE ACTION

2.1 Review the current proposed plan design option for 2015 Health Insurance.

2.2 Review possible optional plan design for Health Insurance.

Items 2.1 and 2.2 were discussed together

Handout and explanation from Sandy Rohrick regarding the proposed 2015 Health Insurance Plan Costs and High Deductible Health Plans.

Bill Adams expressed his concerns about the City's health insurance fund reserves and the HSA's with high deductible options.

Tom Jocz explained to the committee that you need a strategy, and work on a 3 year plan. You need to know what you are trying to accomplish as far as maintaining the reserves.

Discussion was held.

2.3 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.

Ald. Donohue expressed her concern that she was not comfortable on voting on this today.

Motion to hold with direction from the staff to look at a couple of different high deductible plans and come back to the committee to review by Ald. Bohren, Second by Ald. Dassler - All Ayes.

2.4 G. O. No. 27-14-15 by Ald. Donohue repealing Chapter 29 of the 1975 Municipal Code and repealing and recreating Chapter 82 of the Sheboygan Municipal Code relating to personnel regulations and benefits, specifically 82-94 jury duty.

Handout from Sandy Rohrick the revised jury duty language.

Employees who are subpoenaed and serve on jury duty on an involuntary basis on any days which are scheduled workdays for them shall be excused for the time spent in jury service and shall receive their regular rate of pay (no greater than 8 hours of pay for each full day served) not to exceed 60 days per calendar year, subject to the following provisions:

- a) Employee must present proof of jury duty service, stating the dates and hours per day served on jury duty.**
- b) Employee shall immediately endorse his/her check for such jury service over to the human resources/payroll department.**
- c) When employee is excused for jury service, the employee shall report back to work within one hour to complete his/her shift unless the employee chooses to utilize paid time off for the absence.**

The members agreed to the modification.

Since these changes and the "3" tier retirement language were not included in the original ordinance, a motion was made by Ald. Bohren to file Gen. Ord. 27-14-15 and bring to council a substitute ordinance with the following additions; the General Guidelines for Non-Rep Post - Retirement Medical Insurance by Tier/Class and the new language for Jury Duty by Ald. Bohren, Second by Ald. Dassler - All Ayes.

3. CLOSED SESSION

3.1 A Motion was made by Ald. Bohren convene in closed session under the exemption provided in Sec. 19.85 (1)(e), Wis. Stats., for the purpose of reviewing strategy for collective bargaining negotiations, where bargaining reasons require a closed session. Second by Ald. Dassler - All Ayes.

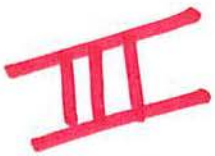
Motion by Ald. Bohren to reconvene in open session by Ald. Dassler - All Ayes.

4. OPEN SESSION

5. CLOSING OF MEETING

5.1 NEXT MEETING DATE - To be determined

Motion to adjourn by Ald. Bohren, Second by Ald. Dassler - All Ayes.



5.6

Res. No. 66 - 14 - 15. By Alderpersons Donohue, Dassler, Bohren, Hammond and VanderWeele. September 2, 2014.

A RESOLUTION 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.

RESOLVED: That the following changes to the City of Sheboygan's Medical Benefit Plan effective for calendar year 2015 are hereby adopted:

- A) Continue with the \$750/year deductible for a Single Plan and \$1500/year deductible for a Family Plan, except that the current annual deductibles shall be changed to "first-dollar deductibles," such that the member or family will be required to satisfy their deductible before any copays apply.
- B) The monthly employee premium contribution increases from 15% (12% with a completed Health Risk Assessment) to 18% (15% with a completed Health Risk Assessment) of the monthly premium equivalent rates.
- C) The spousal surcharge to participate in the City's Medical Benefit Plan for spouses eligible for other insurance either through their employer/spouse is increased from \$50 per month to \$100 per month.

BE IT FURTHER RESOLVED: That the monthly premium equivalent rates for the Medical Benefit Plan that will be charged to officers, employees and retirees not on Medicare shall be \$728.89 for a Single Plan and \$1712.35 for a Family Plan effective for January 2015 coverage and thereafter.

BE IT FURTHER RESOLVED: That the monthly premium equivalent rates for the Medical Benefit Plan that will be charged to retirees on Medicare shall be \$613.29 for a Single Plan and \$1226.58 for a Family Plan effective for January 2015 coverage and thereafter.

46

10/10

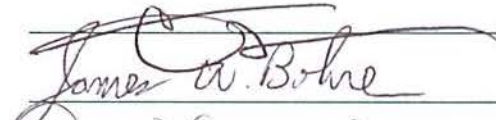
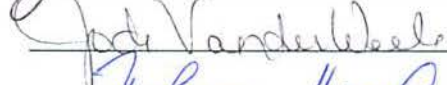
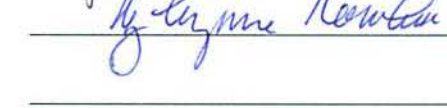


20

1

BE IT FURTHER RESOLVED: That the monthly premium equivalent rates for the Medical Benefit Plan that will be charged to retirees for a Family Plan with one on Medicare and one not on Medicare shall be \$1,342.18 effective for January 2015 coverage and thereafter.

BE IT FURTHER RESOLVED: That said changes and rates shall not supercede the provisions contained within any applicable collective bargaining agreements.


James W. Bohre

John Vandeweyer

Lynne Nowlin

I HEREBY CERTIFY that the foregoing Resolution was duly passed by the Common Council of the City of Sheboygan, Wisconsin, on the _____ day of _____, 20____.

Dated _____ 20____. _____, City Clerk

Approved _____ 20____. _____, Mayor