

**CITY OF CEDARBURG
PERSONNEL COMMITTEE
May 25, 2021**

**PER20210525-1
UNAPPROVED**

A meeting of the Personnel Committee of the City of Cedarburg, Wisconsin, was held on Tuesday, May 25, 2021 via the Zoom app. The meeting was called to order at 7:00 p.m. by Council Member Patricia Thome.

Roll Call: Present - Council Members Patricia Thome (Chair), Sherry Bubnitz, Barbara Lythjohan

Also Present - City Administrator Mikko Hilvo, City Clerk Tracie Sette, Deputy Treasurer/Human Resources Kelly Livingston, Finance Director/Treasurer Christy Mertes, Administrative Manager of Cedarburg Light & Water Mari Lauer

STATEMENT OF PUBLIC NOTICE

City Clerk Sette verified that notice of this meeting was provided to the public by forwarding the agenda to the City's official newspaper, the *News Graphic*, to all news media and citizens who had requested copies, and by posting in accordance with the Wisconsin Open Meetings law.

APPROVAL OF MINUTES

Motion made by Council Member Bubnitz, seconded by Council Member Lythjohan, to approve the minutes of the November 19, 2020 Personnel Committee meeting. Motion carried without a negative vote.

PRESENTATION OF HEALTH INSURANCE OPTIONS FOR 2022

STATE HEALTH INSURANCE PLAN

Administrator Hilvo introduced Administrative Manager of Cedarburg Light & Water Mari Lauer who presented a summary of the State Health Insurance Plan. Employees will choose one of four (4) programs: Traditional, Deductible, Local, and High Deductible. Employees may also choose between two (2) plans: Network Health and WEA Trust-East. A minimum participation requirement is 65%. Lauer further explained the uniform benefits associated with each of the four (4) programs. Employees may select from two (2) Ozaukee County plans or select from any one of (14) plans available in other counties. She explained how premiums are calculated and presented the differences between employee-only and family contributions. Should the City decide to enroll in the State Health Plan, the City would undergo an underwriting to determine a possible surcharge. A Resolution would have to be adopted by the Council, however, could be rescinded in the event the City changes course. The Personnel Committee discussed the possibility of providing funds for the potential surcharge. Lauer provided a quick analysis of the plan citing pros and cons of the State Health Plan.

Administrator Hilvo shared potential comparison costs with differentiating surcharges and rates of increase. He also presented a comparison with (2) examples of insurance coverage surrounding major life

events and how much it could potentially cost an employee. The City may have to provide funds for possible surcharges but would potentially save money in future years when the surcharge expires.

The State Health Plan offers a \$150.00 wellness bonus.

A discussion ensued about out of state coverage. Currently, emergency and urgent care is covered outside the State of Wisconsin; however, the Committee would like the City to investigate out of network potential coverage.

Administrator Hilvo explained the pros and cons of waiting until the Police Department contract expires at the end of 2022.

Lauer quickly explained there is a nationwide network plan available which is more expensive than the plans presented. She did not include this option in the plan presented at this meeting.

CONSIDER CHANGES TO 2022 HEALTH INSURANCE AND MAKE RECOMMENDATION TO COMMON COUNCIL

A motion was made by Council Member Bublitz to recommend that a hybrid model of insurance is offered to our employees for 2022 with the \$3,000/\$6,000 deductible that will have no employee contribution to the premium, or employees may choose to contribute 8% of the premium to have the \$2,000/\$4,000 deductible for one year while we negotiate the Police Union contract at the end of 2022, as well as research the State plan for 2023. The motion was seconded by Council Member Lythjohan. Motion carried without a negative vote.

DISCUSS NEXT MEETING DATE

No additional meetings were scheduled.

ADJOURNMENT

A motion was made by Council Member Bublitz, seconded by Council Member Lythjohan to adjourn the meeting at 8:15 p.m. Motion carried without a negative vote.

Tracie Sette
City Clerk