

**CITY OF CEDARBURG
PERSONNEL COMMITTEE
APRIL 3, 2019**

**PER20190403-1
UNAPPROVED**

A meeting of the Personnel Committee of the City of Cedarburg, Wisconsin, was held on Tuesday, April 3, 2019 at City Hall, W63 N645 Washington Avenue, lower level, room 2. The meeting was called to order at 7:00 p.m. by Council President Patricia Thome.

Roll Call: Present - Council Members Patricia Thome (Chair) (via speakerphone), Garan Chivinski, Rod Galbraith

Also Present - City Administrator/Treasurer Christy Mertes, City Clerk Constance McHugh, Assistant Administrator/Director of Parks, Recreation and Forestry Mikko Hilvo, Water Recycling Center Superintendent Eric Hackert, Library Director Linda Pierschalla, Light and Water General Manager Dale Lythjohan, Light and Water Financial Manager Lynda Lalley, Public Works Employees Joel Nieskes, Jason Scheer, Dave Schwantes, and Terry Masse, Records Clerk Pam Holloway, and Shawn Esslinger from Associated Benefits and Risk Consulting

STATEMENT OF PUBLIC NOTICE

Council President Thome 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 Galbraith, seconded by Council Member Chivinski, to approve the minutes of the March 19, 2019 Personnel Committee meeting. Motion carried.

REVIEW AND DISCUSSION OF HEALTH INSURANCE OPTIONS FOR 2020

City Administrator/Treasurer Mertes introduced Shawn Esslinger from Associated Benefits and Risk Consulting who was in attendance to discuss the process for obtaining quotes for employee health insurance in 2020.

Mr. Esslinger said obtaining quotes in the health care industry is challenging. Any carrier will want the most current claims data before providing a quote. He outlined the following renewal strategy:

180 Days

- Develop pre-renewal strategy to better understand goals and objectives
- Discuss the results of any plan or vendor changes made on the past renewal date
- Identify any issues and questions that may have arisen and discuss a strategy to address them
- Prepare and review midterm analysis
- Review year-end utilization reports and compare to prior years' experience

- Review plan design and determine what, if any changes should be made

120 Days

- Review initial renewal offer from the insurance carrier, alternative options with the carrier and the renewal calculations
- Review claims analysis reports/loss ratios
- Start to develop employee communication strategy
- Carrier negotiations and guarantees
- Agree upon a plan of action

90 Days

- Review negotiated renewal and select next year's insurance carrier, third-party administrator, etc.
- Finalize employee communication strategy

60 Days

- Implement the contracts that have been elected for the next plan year

The City's current health insurance plan is through the Wisconsin Counties Association (WCA) Group Health Trust (GHT). The network is United Health Care. This network carries the deepest discounts at about 45%. Mr. Esslinger said this is a very competitive plan that generally has reasonable renewals. This plan also provides flexibility among providers and wellness grants to the City. WCA does not focus on profit like a commercial provider does.

Council Member Thome said that what the Committee should focus on is the different options available with the current provider.

Council Member Galbraith agreed. He said this is not about changing providers necessarily but looking at the different options within WCA. He said it is helpful to understand the process as the Council needs to know what the different options are.

City Administrator/Treasurer Mertes said Mr. Esslinger will be meeting with the employee Health Insurance Committee to move forward with this process as outlined above. She said the Committee has focused on monetary factors, not just what the employees want. Mr. Esslinger will go back to the WCA to obtain the pricing for different options under the plan for the Committee to review and narrow down. All information will be provided to the Council along with the final recommendation. The Personnel Committee requested a member be included in the employee meetings.

The Personnel Committee thanked Mr. Esslinger for his presentation.

ADJOURNMENT

Motion made by Council Member Galbraith, seconded by Council Member Chivinski, to adjourn the meeting at 7:58 p.m. Motion carried unanimously.

Constance K. McHugh, MMC/WCPC
City Clerk