

1310140

**City of Merrill
Personnel and Finance Committee
Tuesday, September 24, 2013 at 5:15 P.M.
Basement Conference Room at City Hall, 1004 East First Street**

Voting Members Present (3 of 3): Alderman Steve Hass (Chairperson), Alderwoman Anne Caylor and Alderman Ryan Schwartzman

Others Present Included: Mayor Bill Bialecki, City Administrator Dave Johnson, Street Commissioner Richard Lupton, City Attorney Tom Hayden, Finance Director Kathy Unertl, Building Inspector/Zoning Administrator Darin Pagel, Library Director Stacy Stevens, Fire Chief Dave Savone, Police Chief Ken Neff, Alderman Dave Sukow, Alderwoman Kandy Peterson, Dale Bacher, Mike Hamann, Vince Conrad, Roger Drewek, Kortney Pike, Cody Gipple, Michael Caylor Jr., Vicki Thoreson (arr. 5:18) and City Clerk Bill Heideman.

Call to order

Alderman Hass called the meeting to order at 5:15 P.M.

Vouchers

The vouchers were in the meeting packet.

Motion (Schwartzman/Caylor) to approve the vouchers. Carried.

Change order of agenda items

Alderman Hass requested that he be allowed to change the order that agenda items are considered, to delay the discussion of employee health insurance until later in the meeting. Without objection, it was so ordered.

Overview of Fire Department Administrative Captain position

Information was in the meeting packet.

Fire Chief Savone provided additional details on the Fire Department Administrative Captain position.

Alderman Hass and Alderwoman Caylor stated that they assumed that, when a shift captain was absent, the administrative captain would assume those duties. Finance Director Unertl noted that overtime has been reduced since Fire Chief Savone became chief.

Alderman Hass and Alderwoman Caylor responded that they were disappointed that the policy they assumed was in place had never been implemented.

Fire Chief Savone responded to that by stating the policy had been tried and proved to be a failure. City Administrator Johnson also mentioned that the overtime has been reduced since Fire Chief Savone became chief.

No action was taken.

Employee health insurance options and related matters (delayed earlier)

This item was delayed earlier in the meeting. Information was in the meeting packet.

Representing M-3 (the company that oversees the City's employee health insurance program with Security Health), Vicki Thoreson gave a presentation on the following:

- Calculation of employee health insurance premiums
- 2014 City of Merrill health insurance renewal info
- Affordable Care Act (Obamacare)
- Spouse Surcharge (being proposed by City staff)

Discussion was then held on the spouse surcharge, which is being proposed by City staff. The surcharge would require all employees who meet the following two conditions to pay a \$200 monthly surcharge:

1. The employee's spouse or domestic partner is eligible for medical coverage through his/her employer.
2. The employee's spouse is enrolled in the City of Merrill's medical plan.

Alderman Hass and Alderwoman Caylor stated they would rather research the possibility of budget adjustments to help pay for health insurance, rather than implement a spouse surcharge.

All three committee members then suggested that there are better health insurance options to consider instead of the spouse surcharge.

Alderwoman Caylor suggested that the implementation of a wellness program be researched and considered.

Alderman Hass and Alderwoman Caylor repeated that they are in favor of considering and offering various health insurance options, but the spouse surcharge should not be one of them.

The committee suggested that various employee health insurance options be presented and considered at the next meeting. Finance Director Unertl suggested that the options be presented and considered at a Committee of the Whole meeting scheduled for October 7th, 2013.

No action was taken at this time.

Resolution: Hours & Overtime for Fire Dept. Supervisory personnel

A proposed resolution related to scheduled hours and overtime for Fire Department supervisory personnel was in the meeting packet.

This resolution was originally discussed at the August 27th, 2013 Personnel and Finance Committee meeting. At that meeting, the Personnel and Finance Committee recommended adopting the resolution, with the amendment that all references to Battalion Commander be changed to Captain.

At the September 10th, 2013 Common Council meeting, the resolution was referred back to the Personnel and Finance Committee.

It was noted the Fire Department personnel affected by the resolution are normally scheduled to work a 45 hour week, and that they are eligible for overtime after 53 hours in a week.

Motion (Caylor/Schwartzman) to refer, with no recommendation, to the October 8th, 2013 Common Council meeting. Carried.

Monthly Report – Municipal Court

The report was in the meeting packet.

Monthly Report – Finance Director Unertl

The report was in the meeting packet.

Monthly Report – City Attorney Hayden

The report was in the meeting packet.

Monthly Report – City Clerk Heideman

No report was submitted. In October, City Clerk Heideman will submit monthly reports for both September and October.

Monthly Report – City Administrator Johnson

The report was in the meeting packet.

Monthly Report – Building/Zoning Permits

The report was in the meeting packet.

Place monthly reports on file

Motion (Caylor/Schwartzman) to place the monthly reports on file. Carried.

Next meeting

Tuesday, October 29th, 2013 at 5:15 P.M.

Public Comment

Kortney Pike suggested that all options related to employee health insurance be researched and considered.

Michal Caylor Jr. complimented Alderman Hass for suggesting that budget reductions be explored during the 2014 budget process.

Motion to convene in closed session

Motion (Caylor/Schwartzman) to convene in closed session pursuant to Wis. State Statutes Sec. 19.85(1)(e) - Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session to consider Police Union and Fire Union negotiation strategy; and pursuant to Wis. State Statutes Sec. 19.85(1)(c) and (f) for the purpose of consideration of employment status of City employee over which the Common Council exercises jurisdiction to discuss specific personnel matters including employee medical history. Carried 3-0 on roll call vote.

Closed session #1 – Union negotiation strategies

The first closed session began at 6:28 P.M. Attending: Hass, Caylor, Schwartzman, Peterson, Sukow, Bialecki, Johnson, Hayden, Unertl and Heideman. The first closed session minutes will be filed separately and confidentially.

Closed session #2- Employee medical history

The second closed session began at 6:45 P.M. Attending: Hass, Caylor, Schwartzman, Peterson, Sukow, Bialecki, Johnson, Hayden, Unertl and Heideman. The second closed session minutes will be filed separately and confidentially.

Adjournment

Motion (Schwartzman/Caylor) to adjourn. Carried. Adjourned (from closed session) at 6:50 P.M.

Minutes prepared and submitted by:

William N. Heideman, CMC, WCMC
City Clerk