

**SAUK COUNTY BOARD OF SUPERVISORS
PERSONNEL COMMITTEE MINUTES - REGULAR MEETING
September 8, 2017 – County Board Gallery, West Square Building**

MEMBERS PRESENT: T. Meister, J. Berlin, T. Bychinski, H. Netzinger, M. Krueger

EXCUSED: D. Moore

OTHERS PRESENT: J. Spencer, M. Posewitz, L. Hasenbalg, A. Bolin, J. Mijah, B. Bray, Media

ORDER OF BUSINESS. The meeting was called to order by Meister at 8:15 A.M. and was certified to be in compliance with the Open Meetings Law.

AGENDA. Motion by T. Bychinski, second by N. Netzinger, to adopt the agenda. **Motion carried.**

MINUTES. Motion by H. Netzinger, second J. Berlin, to approve the August 7, 2017, regular business meeting minutes as sent. **Motion carried.**

PUBLIC COMMENT. None.

COMMUNICATIONS. None.

HUMAN SERVICES INTERNAL PROMOTION. D. Brattset appeared to request ability to internally promote M. Wendt into vacant Social Worker (CPS) position. The position is currently allocated as part of the 2017 budget. Motion by T. Bychinski, second by H. Netzinger, to approve the internal promotion as presented. **Motion carried.**

HUMAN SERVICES RECLASSIFICATION OF VACANT POSITION. D. Brattset appeared to request ability to reclassify the vacant Program Support Specialist. The department would like the position to have additional educational requirements, direct contact with consumers, improve access into services. Discussion ensued. Motion by T. Bychinski, second by J. Berlin to approve the reclassification as presented. **Motion carried.**

RESOLUTION FOR HEALTH INSURANCE PLAN FOR 2018, 2019 and 2020. M. Posewitz presented preliminary information regarding the health insurance renewal for 2018. Currently satisfied with the current vendor relationship, the renewal numbers were higher than anticipated. Limits were in place for the duration for the prior contract, otherwise rates would have been significantly higher.

Dean Health Plan – Existing plan with following changes, from \$15 to \$30 OV, increase in ER copay from \$125 to \$200, drug formulary from either \$10/\$30/\$50 to \$10, 30% or 50% of prescription. Decrements dropped initial rates an additional 3.7%. Do not exceed clauses 6.9% for 2019 and 7.9% for 2020.

Unity (Quartz) – Similar to existing plan design with incorporation of deductibles to the following \$500 (single) and \$1000 (family). The decrements dropped the rates approximately 8.21%. The same decrements did not have the same reductions in price for both plans. While it is a different network, similar to current plan providers, with PCP rider to allow cover local providers. Do not exceed clauses of 6.0% for 2019 and 8.0% for 2020.

The health insurance renewal is an extremely important decision for employees and the county as a whole. The employees were also surveyed regarding their preferences for health insurance vendor 40.2% (DHP), 58.06% (Unity), 1.74% (marketplace). We will also look at changing the health insurance deductions for employees from monthly to 24 pay periods. Motion by T. Bychinski, second by J. Berlin, to select Unity (Quartz) as the health insurance vendor for 2018, 2019 and 2020. **Motion carried.**

PERSONNEL BUDGET FOR 2018. M. Posewitz presented the preliminary departmental budget request for 2018. This is the first full year with the additional safety and risk management program responsibilities. Line items were decreased where possible, systematically reviewed all programmatic areas. Discussion ensued. Proposed an additional reduction of \$15,000 to meet current fiscal constraints. Motion by M. Krueger, second by H. Netzinger, to approve amended 2018 budget request. **Motion Carried.**

DEPARTMENTAL UPDATE. M. Posewitz distributed the monthly activities report including meetings, recruitments, terminations, labor activities, workers compensation, EAP utilization and benefits information. We will continue the review of policies and ordinance; a comprehensive review will be required. In addition, discussed program review of safety related programs and continued work with consultant. Additional review of compensation plan related to specific departments. Recruitment update was also provided (Corporation Counsel). Motion by T. Meister, second by H. Netzinger, to approve monthly report and invoices as presented. **Motion carried.**

Motion by H. Netzinger, second by T. Meister, to adjourn until October 9, at 3:30PM. **Motion carried.**

MEETING ADJOURNED AT 9:30 A.M.

Respectfully submitted,

Signed by: David Moore, Secretary