

Minutes of the Human Resources Committee

Tuesday, December 8, 2020

Chair Zimmermann called the meeting to order at 1:00 p.m.

Present: Supervisors Dave Zimmermann, Duane Paulson, Kathleen Cummings, Mike Crowley, Jacob LaFontain, Richard Morris, and Jeremy Walz.

Also Present: Chief of Staff Sarah Spaeth, Legislative Policy Advisor Alex Ignatowski, Human Resources Manager Renee Gage, County Board Chair Paul Decker, Budget Manager Bill Duckwitz, Employee Benefits Administrator Andrea Mohr, and Accounting Services Manager Danielle Igielski.

Approve Minutes: October 20, 2020

MOTION: Morris moved, second by Paulson to approve the minutes of October 20. Motion carried 7-0.

Executive Committee Report: November 16, 2020

Zimmermann said the Executive Committee, at their last meeting, interviewed three candidates to fill the District 7 County Board vacancy and heard an update on the redistricting process.

Future Meeting Dates

- January 19, 2021
- February 16, 2021

Discuss and Consider 175-O-062 Approve 2021 Salary And Benefit Modifications For Non-Represented Employees And Continue To Allow Access For Retirees On The Health Insurance Program To The Waukesha Employee Health And Wellness Center As Part Of A Pilot Program

Mohr and Gage discussed this ordinance as outlined which authorizes:

- A 1.5% across-the-board wage increase for all non-represented 2020 salary ranges effective January 2nd, 2021. This would include all employees except elected officials and those represented by a collective bargaining agreement.
- The movement of the Patrol Worker classification to the Open Salary Range. These ranges mostly overlap resulting in a relatively minimal impact to the overall county budget.
- An increase in deductibles with a savings of around \$240,000 and an increase in the total out of pocket maximum for all plans with a savings of around \$21,000 based on an analysis completed by the County's benefits consultant.
- An increase in retail prescription drug copays for drugs in tiers 2, 3 and 4 with a savings of around \$56,000 based on an analysis completed by the County's benefits consultant.
- A reduction in the County contribution to employee health savings accounts when neither the employee nor the spouse complete the health risk assessment (HRA) program by \$300, from \$300 to \$0 for employees in the High Deductible Health Plan. The estimated savings of this change is estimated to be approximately \$33,000 based on current year enrollment and HRA completion.
- An increase in the premium cost share for enrollees in the Choice Plus Health Insurance for single coverage if no HRA is completed and for family coverage if the employee and/or spouse

do not complete the HRA. The estimated savings of the cost share is estimated at just under \$10,000 based on current year plan enrollment and HRA completion.

- The extension of the pilot program providing retirees enrolled in the retiree group health insurance (pre-Medicare) plan access to the Waukesha Employee Health & Wellness Center. The project fiscal impact is neutral to the County since retiree premiums have already factored in the potential cost of use of Waukesha Employee Health & Wellness Center services.

The annual net impact of all the provisions of this ordinance are estimated at about \$965,000. Some of this net impact is funded in the 2021 Adopted Budget with non-levy sources (fees, grants, contracts, intergovernmental revenue).

MOTION: Paulson moved, second by Cummings to approve Ordinance 175-O-062. Motion carried 7-0.

Discuss and Consider 175-O-063 Approve 2021 Salary Range Adjustment For Seasonal And Temporary Classifications

Gage discussed this ordinance as outlined which authorizes a 1.5% across-the-board wage increase for all seasonal and temporary 2020 salary ranges effective January 2nd, 2021. The 2021 budget includes sufficient expenditure authority to cover these cost impacts. This fiscal impact of these changes is illustrated below:

	2020 Wages & Benefits Base	2021 ATB Changes	2021 Wages & Benefits Base	%
Salaries	\$3,128,881	\$46,933	\$3,175,814	1.50%
Retirement	\$74,459	\$1,117	\$75,576	1.50%
Social Security	\$239,359	\$3,591	\$242,950	1.50%
Total	\$3,442,699	\$51,641	\$3,494,340	1.50%

MOTION: Crowley moved, second by Paulson to approve Ordinance 175-O-063. Motion carried 7-0.

Closed Session

MOTION: Walz moved, second by Morris to go into closed session at 2:01 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues for those employees covered under the Waukesha Deputy Sheriff Labor Union and to approve closed session minutes of October 20, 2020. Motion carried 7-0.

MOTION: Paulson moved, second by Walz to return to open session at 2:12 p.m. Motion carried 7-0.

Legislative Update

Ignatowski updated the committee on Joint Finance Committee membership changes and COVID-19 legislation.

MOTION: Walz moved, second by Morris to adjourn at 2:16 p.m. Motion carried 7-0.

Respectfully submitted,

Kathleen M. Cummings

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Secretary