

Minutes of the Personnel Committee

Tuesday, March 4, 2008

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

Present: Supervisors Duane Paulson (Chair), Joe Vitale, Pete Gundrum, Tom Schellinger, Bob Thelen, and Fritz Ruf. **Absent:** Tom Bullermann.

Also Present: Legislative Policy Advisor Mark Mader, Risk/Purchasing Manager Laura Stauffer, Principal Risk Management Analyst Mark Jatczak, Employee Benefits Administrator Pete Hans, Senior Financial Analyst Lyndsay Johnson, and Corporation Counsel Tom Farley. Recorded by Mary Pedersen, County Board Office.

Approve Minutes of 2-5-08

MOTION: Thelen moved, second by Ruf to approve the minutes of February 5th. Motion carried 6-0.

Schedule Next Meeting Dates

- March 18th

4th Quarter Report on Worker's Compensation Claims

Jatczak discussed the report entitled "Waukesha County Worker's Compensation 2003-2007 Claims History Summary." Jatczak said five claims were opened since the end of the third quarter. By year-end, a total of 125 claims were opened and 37 remained open. The total incurred in 2007 was \$496,605, up about \$60,000 from the 3rd quarter with most of it being medical. Jatczak discussed some of the larger claims that had opened and those that closed.

Jatczak said it was interesting to note that about three-quarters of the highway shop claims in the past five years were by employees assigned to two of the five substations. Stauffer said they have been working with Public Works Director Rich Bolte and his staff to address this issue and determine why they are experiencing this unusual increase.

MOTION: Schellinger moved, second by Vitale to accept the 4th Quarter Worker's Compensation claims report. Motion carried 6-0.

Update on the Retirement Medical Savings Account Evaluation Process

Hans said they recently concluded the RFP process for retirement medical savings accounts for employees. The County started this program in 1999. It allows an employer to make contributions into savings accounts for employees. This is a tax-free contribution and a tax-free benefit to help employees, once they retire, to pay for health insurance premiums or out of pocket medical expenses. He noted there is no unfunded liability with this benefit.

Hans said the evaluation committee, which included Paulson, evaluated three companies: ICMA-RC, National Insurance Services of WI, and Security Benefit. Hans advised there are not

a lot of companies out there who do this; it's not a money maker. The only way some companies will do it is if we give them our 457 deferred compensation business. ICMA, the highest rated proposer, was awarded the contract subject to Finance Committee approval. ICMA had the lowest cost, quite a bit lower than the others, and it has the best selection of investment lineups. They were the clear winner. Hans noted that ICMA is also our 457 plan administrator.

Vitale left the meeting at 1:35 p.m.

Hans indicated this new plan does not have a fixed annuity contract and there is no market value adjustment. It's a stable value fund, more similar to a low risk mutual fund than an insurance product. Therefore, if we were to go to another vendor, there's not that back-end penalty.

Ordinance 162-O-108: Modify The 2008 Child Support Budget To Appropriate Additional State And Federal Revenues

Farley said this ordinance involves accepting \$57,780 more than what had been estimated at budget time, in state and federal child support funding, bringing the total contract amount to \$156,142.

MOTION: Gundrum moved, second by Schellinger to approve Ordinance 162-O-108. Motion carried 5-0.

Closed Session

MOTION: Gundrum moved, second by Ruf to go into closed session at 1:48 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues, and to approve the closed session minutes of previous meeting(s). Motion carried 5-0.

MOTION: Gundrum moved, second by Ruf to return to open session at 2:04 p.m. Motion carried 5-0.

MOTION: Gundrum moved, second by Thelen to adjourn at 2:04 p.m. Motion carried 5-0.

Respectfully submitted,

Approved on: _____

Robert G. Thelen II
Secretary