

PERSONNEL COMMITTEE AGENDA  
Monday, November 12, 2012 ~ 5:30 p.m.  
Lincoln Center – 1519 Water Street

[A quorum of the City Council may attend this meeting]

1. Adjourn into closed session (approximately 5:30 p.m.) pursuant to Wisconsin State Statue 19.85(1)(e) [conducting other specified public business, whenever competitive or bargaining reasons require a closed session] to discuss bargaining with City employees.
2. Return to open session (approximately 15 minutes after adjourning into closed session).
3. Discussion and possible action on amendment to the City's Health Insurance Plan.
4. Discussion and possible action on an amendment to the City's Section 125 Plan.
5. Discussion and possible action on establishing salaries for the City Attorney, Comptroller/Treasurer and City Clerk for the 2013 – 2017 Term of Office.
6. Adjournment.

Any person who has special needs while attending this meeting or needs agenda materials for this meeting should contact the City Clerk as soon as possible to ensure a reasonable accommodation can be made. The City Clerk can be reached by telephone at (715) 346-1569, TDD# 346-1556, or by mail at 1515 Strongs Avenue, Stevens Point, WI 54481.

Copies of ordinances, resolutions, reports and minutes of the committee meetings are on file at the office of the City Clerk for inspection during normal business hours from 7:30 a.m. to 4:30 p.m.

# City of Stevens Point

Group Medical

Effective Date: 1/1/2013

	Current Plan		Plan 3 HDHP	
General Plan Information	In-Network	Out-of-Network	In-Network	Out-of-Network
Network	Security	N/A	Security	N/A
Deductible	\$250 single \$500 family		\$1500 individual \$3000 family	\$2500 individual \$5000 family
Coinsurance	100%	90%	100%	80%
Out-of-Pocket Maximum (Including Deductible)	\$250 individual \$500 family	\$1,000 individual \$500 family	\$1500 individual \$3000 family	\$3000 individual \$6000 family
Health Savings Account	Not Applicable			
Physician Services				
Office Visits	\$15 copay, then 100% after deductible	\$15 copay, then 90% after deductible	100% after deductible	80% after deductible
Preventive Care	100% to \$1,000 max. then 100% after deductible	100% to \$1,000 max. then 90% after deductible	100%	80% after deductible
Diagnostic X-Ray & Lab	100% after deductible	90% after deductible	100% after deductible	80% after deductible
Hospital Services				
Inpatient	100% after deductible	90% after deductible	100% after deductible	80% after deductible
Outpatient	100% after deductible	90% after deductible	100% after deductible	80% after deductible
Emergency and Urgent Care				
Emergency Room	\$50 copay, then 100% after deductible		100% after deductible	80% after deductible
Urgent Care	\$15 copay, then 100% after deductible	\$15 copay, then 90% after deductible	100% after deductible	80% after deductible
Walk-in Clinic	\$15 copay, then 100% after deductible	\$15 copay, then 90% after deductible	100% after deductible	80% after deductible
Prescription Drugs				
Retail ( <i>two copays will apply for a 90-day supply of maintenance medications</i> )	\$5 generic, \$5 brand with no generic available, \$20 brand with generic available		100% after deductible	80% after deductible
Funding Rates				
Single	\$962.37		\$798.59	
Family	\$2,436.23		\$2,021.62	

We have endeavored to provide you with an accurate proposal based on the information given to us. Although we believe the rate and benefit information to be correct, please keep in mind that final rates and benefits are based upon actual enrollment and underwriting and must be approved by the Insurance Carrier. We assume no liability for rate differences and advise you not to cancel your prior coverage until final rating information and underwriting approval has been received from the carrier. This proposal is a summary of plan benefits; for complete details refer to the master Contract or Benefit Booklet.

Retiree Premium change 2013

	option 1 500/1000 Out of Network			option 2 1000/2000 2000/4000			option 3 2500/5000 5000/10000			Active 1500/3000 3000/6000		
	single	family	medicare	single	family	medicare	single	family	medicare	single	family	medicare
2012 monthly premium	\$890	\$2,253	\$735	\$693	\$1,755	\$572	\$621	\$1,572	\$513	\$962	\$2,436	\$794
2012 annual premium	\$10,680	\$27,036	\$8,820	\$8,316	\$21,060	\$6,864	\$7,452	\$18,864	\$6,156	\$11,544	\$29,232	\$9,528
2013 premium	\$910	\$2,305	\$752	\$728	\$1,843	\$585	\$609	\$1,541	\$503	\$798	\$2,022	\$652
monthly prem adjustment	\$20	\$52	\$17	\$35	\$88	\$13	-\$12	-\$31	-\$10			
annual change	\$246	\$622	\$203	\$416	\$1,053	\$158	-\$149	-\$377	-\$123			
Annual Premium	\$10,926	\$27,658	\$9,023	\$8,732	\$22,113	\$7,022	\$7,303	\$18,487	\$6,033	\$9,576	\$24,264	\$7,824
	2.3% inc			5% per yea 3 years			2% reducti					

All other co-pay and deductilbe arrangements are not changed from current benefit book for options 1-2-3

does not apply to this option

drug co-pay : \$10 generic \$20 brand 100 day supply 2 x 30 day supply for options 1-2-3

does not apply to this option

Maintaince Drugs will be paid at 100%

October 31, 2012

MEMORANDUM

TO: Personnel Committee Members

FROM: Mayor Halverson

RE: ELECTED OFFICIALS SALARY FOR UPCOMING TERM

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As you may recall, when we embarked on the management pay plan study in 2007, the elected positions of City Clerk, Comptroller/Treasurer and City Attorney were included in the study. Part of the reasoning for their inclusion was to have an outside objective review of their position and responsibilities to determine the relative worth of their job to establish internal equity in establishing salaries for management positions throughout the City and ensure that the compensation for the elected positions appropriate.

It has worked since 2007, however, the current placement of the salaries for these positions has "moved forward in time" based on the step movement provided for within the existing management pay plan. With an upcoming election and one incumbent announcing that he will not be seeking re-election, we need to establish salaries for each of these respective elected positions that recognize the level of responsibility the office holds. To simply set them at the bottom step of their respective grade (i.e. City Clerk, \$53,672; Comptroller/Treasurer, \$65,571; City Attorney, \$75,504) would not draw the number of candidates as it would if more consideration was given to the level of responsibility of the office and would not be fair to the "electoral process".

Therefore, it is my recommendation that the salaries for these elected positions be set as follow for the upcoming term:

City Clerk:

4/2013	\$60,000.00
4/2014	\$61,000.00
4/2015	\$62,000.00
4/2016	\$63,000.00

Comptroller/Treasurer:

4/2013	\$70,000.00
4/2014	\$71,000.00
4/2015	\$72,000.00
4/2016	\$73,000.00

City Attorney:

4/2013	\$90,000.00
4/2014	\$91,000.00
4/2015	\$92,000.00
4/2016	\$93,000.00

A review of comparables from neighboring Cities illustrates the range of salary level for City Clerk at \$57,302 - \$59,151; the range for City Attorney at \$90,836 - \$96,656.04. The salary range for Finance Director (Marshfield, Wisconsin Rapids and Wausau all have appointed Finance Directors) is \$70,529 - \$106,806 (high end is "actual salary" after 17 years in position).

The current salary for the City Clerk is \$59,806.00, Comptroller/Treasurer is \$74,938.00 and City Attorney is \$92,406.

Your support of this recommendation is appreciated.