

Meeting Minutes

Personnel Committee Meeting Minutes

Monday, October 13, 2003 - 5:30 P.M.

City Water Department - 300 Bliss Avenue Present: Chairman Rackow, Alderpersons Markham, Molski, Moore

Excused: Ald. Seiser

Also Present: Mayor Wescott, City Attorney Molepske, Comptroller-Treasurer Schlice, Clerk Zdroik, Directors Disher, Euclide, Gardner, Schrader; Alderpersons Sevenich, Walther, Sowieja, Barr, Stroik, Phillips; Police Captain McCulley, Fire Chief Barnes, Personnel Specialist Jakusz, Mayoral Assistant Gebert, Kate Garsombke (Journal), Gene Kemmeter (Portage County Gazette)

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1. Consideration of amendment to the City's health insurance plan for retiree participants.
2. Adjourn into closed session (approximately 5:35 p.m.) pursuant to Wisconsin State Statute 19.85 (1)(f) to hear the following Grievances:
  - A. AFSCME Local 348 Grievance 03-01 (Streets Department).
  - B. AFSCME Local 309 Grievance T-2-03 (Transit Department).
  - C. AFSCME Local 309 Grievance S-05-03 (Streets Department).
  - D. Update on bargaining pursuant to Wisconsin State Statute 19.85(1)(e).
3. Reconvene into open session (approximately 20 minutes after adjourning into closed session) for possible action on:
  - A. AFSCME Local 348 Grievance 03-01 (Streets Department).
  - B. AFSCME Local 309 Grievance T-2-03 (Transit Department).
  - C. AFSCME Local 309 Grievance S-05-03 (Streets Department).
  - D. Tentative agreement with Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 180.
4. Adjournment.

1. Consideration of amendment to the City's health insurance plan for retiree participants.

The Preferred Provider Organization (PPO) was phased in to the various work groups covered under the City's health plan. The amendment was made in all six of the City's labor agreements in the 2001-2002 contract term. The only remaining group whose coverage does not fall under the PPO plan is the retiree participants. The amendment being requested is to have the retiree participants come under the PPO plan network effective January 1, 2004. There will be savings for the City due to negotiated rates with the providers. Those included in the network are St. Michael's Hospital, Rice Medical Center, Wausau Hospital, St. Joseph's Hospital in Marshfield, and Mayo Clinic in Minnesota. There are providers across the United States for those retirees that travel. In case of emergency, treatment at an out-of-plan provider would be covered at the in-plan level.

Personnel Specialist Jakusz informed the Committee that from June 2002 to May 2003, the PPO plan has saved the City \$115,000 to almost \$116,000 in claims. It has been a great program for the City, she added.

Chairman Rackow asked if it is safe to say that the health attention the retirees will get is equal to the attention the retirees got before?

Specialist Jakusz said yes.

Comptroller-Treasurer commented it is great to see the savings on the PPO plan. He went on to say that for 2004, the health insurance premium will increase by 15% and without the PPO plan, it could go up to 25% or even 30%.

Mayor Wescott made a clarification; that the \$115,000 savings in claims has not been returned to the City for cash.

Ald. Molski moved, Ald. Markham seconded, to extend the Preferred Provider Organization (PPO) health care coverage to the City's retiree participants.

Ayes, all; nays, none. Motion carried.

2. Adjourn into closed session (approximately 5:35 P.M.) pursuant to Wisconsin State Statute 19.85(1)(f) to hear the following grievances:
    - A. AFSCME Local 348 Grievance 03-01 (Streets Department).
    - B. AFSCME Local 309 Grievance T-2-03 (Transit Department).
    - C. AFSCME Local 309 Grievance S-05-03 (Streets Department).
    - D. Update on bargaining pursuant to Wisconsin State Statute 19.85(1)(e).
- Chairman Rackow moved, Ald. Molski seconded, to adjourn into closed session.

Roll Call: Ayes: Chairman Rackow, Ald. Markham, Molski, Moore.

Nays: None. Motion carried.

3. Reconvene into open session (approximately 20 minutes after adjourning into closed session) for possible action on:

Ald. Moore moved, Ald. Molski seconded, to reconvene into open session.

Roll Call: Ayes: Chairman Rackow, Ald. Markham, Molski, Moore

Nays: None. Motion carried.

A. AFSCME Local 348 Grievance 03-01 (Streets Department).

Chairman Rackow moved, Ald. Moore seconded, to deny AFSCME Local 348 Grievance 03-01 (Streets Department).

Ayes, all; nays, none. Motion carried.

B. AFSCME Local 309 Grievance T-2-03 (Transit Department).

C. AFSCME Local 309 Grievance S-05-03 (Streets Department).

These grievances have been postponed to the next meeting due to the grievants' scheduling conflict.

D. Tentative agreement with Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 180 (Water and Sewage Departments).

Ald. Moore moved Ald. Molski seconded, to reject the tentative agreement with the Bakery, Confectionery, Tobacco Workers and Grain Millers International Union, Local 180 (Water and Sewage Departments).

Ayes: all; nays, none. Motion carried.

4. Adjournment - 6:12 P.M.

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