

Meeting Minutes

Personnel Committee Meeting Minutes

Monday, November 10, 2003 - 8:12 P.M.

City Water Department - 300 Bliss Avenue Present: Chairmen Rackow, Alderpersons Markham, Seiser, Molski, Moore.

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 amendments to the City's health insurance plan for non-represented participants - prescription drug co-pay and single plan premium contribution.

2. Adjourn into closed session (approximately 6:45 p.m.) pursuant to Wisconsin State Statute 19.85(1)(f) to hear the following Grievances:

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

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

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

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

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

4. Adjournment.

1. Consideration of amendments to the City's health insurance plan non-represented participants - prescription drug co-pay and single plan premium contribution.

Personnel Specialist Jakusz informed the Committee that the last increase for the prescription drug co-pays was made in 1995 when the City began the self-fund health plan. In comparing the prescription drug co-pay with comparable municipalities, it shows the other municipalities as having a higher prescription drug co-pay than the City does.

Ald. Sowieja asked what is the cost of the City's prescription drugs. Specialist Jakusz said about 26% of claims paid out by the third party administrator is for prescription drugs, which she feels is a lot. The Alderman added that he did some research of his own comparing it to the private sector and found out they are paying \$10 for generic and \$40 for name brands. He feels the City's prescription drug co-pay is a "heck of a deal" and that this rate should be applied across the board.

Chairman Rackow said this proposal will be equitable with other unions.

Mayor Wescott noted this issue will go to the Personnel Committee when the Committee sets the next bargaining parameters.

Fire Chief Barnes stated that there will be a promotion in his department. He voiced his concern on the promotion of an individual from the labor force to the management force in the Fire Department. It is hard to get somebody from the labor force to take on a management job due to added responsibilities with not much additional compensation. He went on to say that this is the reason why he recommends that the starting pay for management personnel in his department be above the mid-point.

Ald. Molski moved, Ald. Moore seconded, to amend the City's health insurance plan for non-represented participants pertaining to the prescription drug co-pay from \$3.00 to \$5.00 for generic and \$5.00 to \$12.00 for name brand prescriptions, effective January 1, 2004.

Ayes, all; nays, none. Motion carried.

The other amendment to the health insurance plan is to add a premium contribution for employees who have single coverage. The recommendation is to have the employee contribute 6% of the premium which is equivalent to \$27.96 per month, effective January 1, 2004. In the current plan, employees with single coverage, do not pay anything towards the premium cost. The insurance premium cost is eligible under Section 125, pre-tax.

Ald. Markham asked what is the current premium per month for the single plan and the family plan.

Specialist Jakusz said for the single plan, the monthly premium is \$405.23, for this year and for the family plan, the premium is \$1,025.79, also for this year. These amendments to the health insurance plan will help offset the increased costs of medical care and prescription drugs without reducing the level of benefits the plan provides, she added.

Chairman Rackow moved, Ald. Seiser seconded, to amend the City's health insurance plan for non-represented participants pertaining to the single plan premium contribution; that single plan participants contribute 6% of the premium, effective January 1, 2004.

Ayes, all; nays, none. Motion carried.

2. Adjourn into closed session (approximately 8:20 P.M.) pursuant to Wisconsin State Statute 19.85(1)(f) to hear the following grievances:

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

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

Moore moved, Ald. Seiser seconded, to adjourn into closed session.

Roll Call: Ayes: Chairman Rackow, Ald. Markham, Seiser, 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. Seiser seconded, to reconvene into open session.

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

Nays: None. Motion carried.

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

Chairman Rackow moved, Ald. Markham seconded, that the City and AFSCME Local 309 have mutually agreed to waive any time limits regarding this grievance since the union has indicated that it will file a prohibitive practice claim against the City. It is requested that the union waive the time limits in a letter or memo addressed to the Personnel Specialist. Therefore, no action is taken.

Ayes, all; nays, none. Motion carried.

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

Ald. Molski moved, Ald. Seiser seconded, to deny the grievance because the time in question was applied toward previous overpayments.

Ayes, all; nays, none. Motion carried.

4. Adjournment - 8:50 P.M.

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