

**SEPTEMBER 26, 2017 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Chairperson Davis called the meeting to order at 5:00 p.m.

Present: Candy Davis and Jonathon Frey.

Excused: Mark Wellnitz

Others Present: City Administrator Ramona Flanigan, City Clerk/Treasurer Cindy Hegglund, Public Works Director Tom Hartzell, Police Chief Tom Klubertanz, Library Director Kirsten Almo, Utility Director Randy Oren, City Employees and Alderperson Matt McIntyre.

Hegglund confirmed the meeting agenda was properly noticed on Friday, September 22, 2017 at the Post Office, Edgerton Library, City Hall and the website.

APPROVAL OF MINUTES:

A Frey/Davis motion to approve the September 11, 2017 Personnel Committee meeting minutes passed, all voted in favor.

HEALTH INSURANCE FOR 2018:

Ramona reported that the budgetary increase for the city's health insurance plan for 2018 will be \$27,461.51 if the structure stays the same. Currently the employees pay \$45/\$75 per month plus their deductible for their health insurance. The Committee discussed options for employee contributions to lower the impact on the levy. The employees in attendance stated they are happy with the current plan and would not like to change.

A Davis/Frey motion to change the employee contribution for health insurance to 7.5% of premiums passed on a 2/0 roll call vote

DENTAL INSURANCE FOR 2018:

The City currently has Delta Dental for the dental insurance. The premiums will not change for 2018.

A Davis/Frey motion to approve no changes to the dental plan for 2018 passed on a 2/0 roll call vote

WAGES FOR 2018:

Candy Davis stated that with the levy restraints from the state, and the increase in the cost of health care, the city at this time cannot support a wage increase for the employees in 2018. The employees are being asked to pay 7.5% of their health care for 2018 and it is hard for her to suggest they not get a wage increase. Cindy Hegglund stated that if each employee received a \$.27 increase it would be a wash for the increase in health care. We only have a \$30,265 dollar levy increase limit. With the 7.5% contribution for health insurance that leaves only \$14,209 available for other projects. As a starting point to bring to council she would like to recommend no wage increase for the employees. She would like to stress to council that the employees will be paying more out of their pocket and going backward around \$50 per month. She wanted the employees to know that until all the numbers are imputed into the budget and a bottom line is established the no wage increase is just a starting point.

A Davis/Frey motion to have no wage increase to 2018 wages passed on a 2/0 roll call vote.

CLOSED SESSION:

A Davis/Frey motion to go into closed session pursuant to Wisconsin Statute 19.85(1)(c) "Considering Employment, Promotion, Compensation or Performance Evaluation Data of Any Public Employee Over Which the Governmental Body has Jurisdiction of Exercises Responsibility". Discuss and Consider WPPA Negotiations.

Being no other business before the Committee, a Davis/Frey motion to adjourn passed. All voted in favor.

Ramona Flanigan/wjl
City Administrator

Memo

To: Personnel Committee

From: Staff

Date: 10/30/2017

Re: 2018 Wages

2018 Budget: Please recall at the October 16th Council meeting a motion was made to give all employees a \$0.33 increase in 2018. At the time of the meeting, the estimated cost of that wage increase was \$21,100. The budget increase amount was estimated to be a 1.5% increase instead of a flat, across the board increase.

The \$0.33 increase equates out to a \$17,650 increase in the budget. The difference of -\$3,450 is in the current draft but has not been allocated to the wage accounts.

If the Personnel Committee wishes to make a recommendation to Council to increase/decrease the across the board wage, every \$0.01 increase/decrease equates to a \$535 change in the budget. In addition, if there are different scenarios you wish for staff to calculate, please let us know prior to the meeting so the information is available.

Another source of funding that could be made available for wages is the \$4,615 budgeted in 2017 for management merit pay increases. Please recall the Committee declined to allocate these funds after discussions earlier this year. These funds could be utilized in many ways with a few options being:

- apply the funds to wage increases in 2018;
- do not allocate the funds which would result in them being transferred in 2018 to the capital projects fund to pay for projects;
- use them as a bonus for wage related items in 2017 for all or a subset of city employees, etc.