



Minutes
Committee #2
Labor Negotiations, Personnel Policy & Administration
November 14, 2011

Committee #2 met on Monday, November 14, 2011 at 8:00 AM in the Council Chambers, City Hall, 30 West Central Street, Chippewa Falls, WI.

Attendees: CW King, Brian Flynn, George Adrian, Jane Lardahl, Finance Mgr./Treasurer Lynne Bauer, AFLAC Representative Chris Dooley, Firefighter Union Representatives Chuck Goettl, Paul Jarrett and Jason Thom, Police Chief Wendy Stelter, Public Works Director/City Engineer/Public Utility Manager Rick Rubenzer, Utility Office Manager Connie Freagon, Mayor Hoffman, Parks & Recreation Director Dick Hebert.

Call to Order: 08:00 AM

Items of business to be discussed or acted upon at this meeting are shown on the attached agenda below:

1. **Open Session**
2. **Discuss services provided by AFLAC. Possible recommendations to the Council.**

AFLAC Representative Chris Dooley explained what services AFLAC provides and how the City's employees can benefit from them. He explained that rates are much cheaper when offered by the employer vs an employee purchasing plans on their own. He explained there is no cost to the employer and all services are voluntary for the employee.

Motion by Flynn/King to recommend the Council approve authorizing Finance Mgr. Lynne Bauer to work with AFLAC to set up plans for City employees. **All present voted aye, motion carried.**

3. **Motion by Flynn/King to go into closed session under WI Statutes 19.85(1)(e) "conducting public business with competitive or bargaining implications" to A) continue negotiations on a new labor agreement with the Chippewa Falls International Association of Firefighters Local 1816; and to include council members; Firefighter Union Representatives, Finance Manager/Treasurer Lynne Bauer, and may return to open session.**

Roll Call Vote: Aye – Flynn, King. Motion carried.

The Committee held discussions regarding negotiation issues related to a new labor agreement. (The parties agreed to meet again on November 28th at 8 AM.)

Motion by Flynn/King to return to open session. All present voting aye, motion carried.

No action taken.

4. **Discuss health insurance plan options for retirees. Possible recommendations to the Council.**

Finance Manager Lynne Bauer indicated that the City allows retirees to stay on the City's health insurance plan with the full cost being paid by the retired employee. During 2011 all employees

were switched to a 200/600 deductible plan but some retirees were allowed to remain on a 100/300 deductible plan. The Committee discussed eliminating the 100/300 plan as it was no longer available to current employees and allowing retirees to choose from plans available to current employees. At this time, there is a 200/600 deductible option available and also a 2500/5000 deductible plan option. There was further discussion on how long retirees should be able to remain on the City's health insurance plan and if spouses should be able to remain on the plan after the retired employee no longer is eligible. It was recommended that retirees only be allowed to stay on the City's health insurance plan until they are Medicare eligible or age 65, whichever comes first.

Motion by Flynn/King to recommend the Council approve proposed language updating Resolution 2004-39 to limit retirees to health insurance plans offered to current employees with a provision that only allows them to stay on the City's health insurance plan until they are Medicare eligible or 65, whichever comes first.

All present voting aye, motion carried.

5. Discuss benefits for non-union management personnel. Possible recommendations to the Council.

The Committee discussed changes to benefits for non-union personnel. By increasing the health insurance premium contribution from 8% to 12% the City would save approximately \$14,000 and by eliminating dental the City would save another \$8,000. In addition, new non-union employees would pay 20% of their premiums. The Committee proposed a pay increase of .5% on January 1 and .5% on July 1.

Motion by Flynn/King to recommend the Council approve increasing the premium contribution for non-union personnel from 8% to 12% effective January 1, 2012 and to increase the premium contribution from 8% to 20% for any new non-union management employees; eliminate dental insurance effective January 1, 2012; and increase wages .5% on January 1, 2012 and .5% on July 1, 2012. **All present voting aye, motion carried.**

6. Discuss personnel changes for 2012 Budget. Possible recommendations to the Council.

The Committee discussed personnel changes for the 2012 Budget as proposed by Committee #1. This Committee agreed with Committee #1 to not fill the vacant Battalion Chief position nor the vacant Street Department position. Committee #2 also agreed to reduce the pay grade for the Parks & Recreation Supervisor from Grade 10 to Grade 4 and utilize the savings of approximately \$9600 to fund a temporary part-time secretarial position to help with fundraising efforts. The Committee discussed the proposal by Committee #1 to increase the part-time Fire Dept. Secretary position to full-time at an additional cost of approximately \$19,000. At this time it appears the Fire Department reporting issues have been taken care of and the Committee did not support increasing this position to full-time. These recommendations were referred back to Committee #1 to be incorporated into the final budget.

Motion by Flynn/King to recommend the Council reduce the pay grade of the Parks & Recreation Supervisor from Grade 10 to Grade 4. **All present voting aye, motion carried.**

7. Adjournment

Motion by Flynn/King to adjourn at 9:43 AM. **All present voting aye; option carried.**

**Minutes submitted by,
CW King, Chairman**