



Bayfield County Administrator

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Mark Abeles-Allison, *County Administrator*

Kristine Kavajecz, *Human Resources Director*

Paige Terry, *Clerk*

BAYFIELD COUNTY PERSONNEL COMMITTEE MEETING

Brett Rondeau, Chair **Fred Strand**
Mary Dougherty, Vice-Chair **Dennis Pocernich** **Marty Milanowski**

Dear County Board Members:

This letter is written to inform you of the Bayfield County Personnel Committee Meeting scheduled for **5:00pm Thursday, July 28, 2022**. This meeting will be held Remotely and In Person at the Bayfield County Board Room, Bayfield County Courthouse, Washburn, WI. Supervisors and the public will be able to participate in the Meeting via voice either by using the internet link or phone number below.

Microsoft Teams meeting

Join on your computer or mobile app

[Click here to join the meeting](#)

Meeting ID: 243 756 830 381

Passcode: 5gz7Xx

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Or call in (audio only)

[+1 715-318-2087,,34117220#](#) United States, Eau Claire

Phone Conference ID: 341 172 20#

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Please contact Bayfield County at 715-373-6181 or 715-373-6100 if you have access questions prior to the meeting. During the meeting if you have connection issues please email mark.abeles-allison@bayfieldcounty.wi.gov

Notice is hereby given that a majority of the Bayfield County Board may be present at the meeting to gather information about a subject over which they have decision-making responsibility. This constitutes a meeting of the Bayfield County Board pursuant to State ex rel. Badke v. Greendale Village Bd., 173 Wis. 2d 553, 494

N.W.2d 408(1993), and must be noticed as such, although the County Board will not take any formal action at this meeting.

AGENDA

1. Call to order
2. Discussion and Possible Action Regarding Approval of Minutes of July 7, 2022
3. Public Comment
4. Presentation, Teamsters Health Insurance
5. Reports
 - a) Human Resources Report
6. The committee may enter in and out of closed session pursuant to Wisconsin Statutes §19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session. Discussion and Possible action Regarding:
 - i. Approve Closed Session Minutes
 - ii. Strategy Regarding Union Negotiations
 - iii. WPPA Union Negotiations

Should you have any questions in the meantime, please do not hesitate to contact the County Administrator's Office at 715 373-6181, mark.abeles-allison@bayfieldcounty.wi.gov

Sincerely,

Mark Abeles-Allison

Mark Abeles-Allison
Bayfield County Administrator

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Any person planning to attend a Bayfield County meeting that has a disability requiring special accommodations should contact 373-6100, 24-hours before the scheduled meeting, so appropriate arrangements can be made.

cc: Ms. Lynn Divine, Bayfield County Clerk
Bayfield County Board of Supervisors
The Daily Press, via email

Personnel Committee Narrative, July 28, 2022

This is a special meeting in lieu of the February 11 meeting which is the first day of the Fair.

Item 4: The Teamsters have requested an opportunity to have their health insurance representative at the meeting.

At the last meeting we reviewed a comparison between the County and Teamster Health Plans. This is included in the packet.

Kris provided this link to a web page with details about the State Health Plan and Premiums for each of the available networks that have service in our area to the union steward.

<https://bayfieldcounty.wi.gov/1211/2022-Benefits-for-Bayfield-County-Employ>

Item 5. The HR Report as of July 22 is attached.

**Minutes of the
Bayfield County Personnel Committee Meeting
4:00 PM, July 7, 2022
Meeting was Held Remotely through Microsoft Teams
and In Person in the Bayfield County Board Room**

Members Present: Dennis Pocernich, Fred Strand, Marty Milanowski, Brett Rondeau, Mary Dougherty

Members Excused:

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Bob Anderson-Highway Commissioner, Kim Mattson, Dalton Collins, Jennifer Susienka, Brian Johnson, Jake Benson, Jaime Cadotte, Dave Aronson, John Doubek, Martin Skaj, AJ Haring, Reuben Eckleberg, Michael Moore, Patrick Glynn-Carlson Dettmann Consulting, Jim Crandall, Gail Reha, Tony Budreau, Chad Ward-Teamster Health Plan, Elizabeth Skulan, Val Dietrich

Meeting called to order at 4:00pm by Chairman Rondeau

Motion Milanowski, Strand to approve minutes of the June 2, 2022 Personnel Committee meeting. Motion Carried (4-0)

Public Comment: Dalton Collins asked if Teamster representatives will be allowed to speak during the agenda item. Dougherty arrived at this time.

2023 Wage and CPI Planning Discussion, Patrick Glynn: Abeles-Allison introduced Patrick Glynn. Glynn shared insights into the wage and compensation atmosphere in the marketplace. CPI-U is a standard that has been used subsequent to Act10. Carlson-Dettman is currently in the process of conducting a wage/salary survey with the intent of having data available by Labor Day. Reiterated that Bayfield County has attempted to stay ahead of the wage/benefits curve. Economy is not expected to improve in the immediate future. Structural increase, step increase, merit and/or one-time payments are being considered by many organizations. Salary.com podcast recommended.

Teamster and State Health Insurance Plans, 2023:

Motion Milanowski, Strand to suspend the rules and allow public input during this discussion. Motion Carried (5-0). Mr Ward offered to have a Teamster Health Fund Representative available at a future meeting to answer questions.

Kavajecz provided an overview of the Teamster Health Fund and the State of Wisconsin Local Deductible Health plans.

Dalton Collins asked about emergency coverage for dependents out of the area. Collins also commented about the Teamster HRA. Teamsters are concerned with losing the HRA. Teamsters calculate the value of the HRA as \$2.57 per hour.

Martin Skaj asked for a show of hands for how many employees like the Teamster Health Plan.

Many of the Teamster members present raised their hands. Expressed concern with lack of out of network coverage with the state plan.

Ward reported that the Teamster Health Fund was not impacted by COVID as it relates to rates.

Unpaid Leave Policy, removing “extenuating circumstance” clause.

Motion Pocernich, Milanowski to remove the extenuating circumstance clause from the unpaid leave policy. Motion Carried (5-0)

Reports

- a) **Human Resources Report:** May and June reports were included in the meeting packet. It was noted that there have been 57 hires so far this year and 118 interviews conducted.
- b) **Personnel Financial Report as of June 30, 2022:** Overall in line with budget.
- c) **Budget 2023 Staffing Request List:** Review of requests received to date for new staff in 2023. Plan will be to make a recommendation on personnel requests at the next meeting.
- d) **Telecommuting Policy:** Kavajecz reported that the Telecommuting Focus Group met 3 times and has provided recommendations for modifications to the policy. Once finalized, it will be sent to Department Heads for their input and will then be brought to the Personnel Committee for final review and approval.

*Motion Pocernich, Milanowski to enter into closed session pursuant to Wisconsin Statutes §19.85(1) (c) Considering employment, promotion, compensation or performance evaluation data of any public employee over which the governmental body has jurisdiction or exercises responsibility and (e) Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session: Approve Closed Session Minutes of June 2 and discuss union negotiation strategy related to WPPA and Teamsters. Motion Carried (5-0)
Entered Closed session at 5:11 pm.*

Motion Milanowski, Dougherty to return to open session. Motion Carried (5-0) Returned to open session at 5:41pm

The committee will not meet on August 4th.

Meeting adjourned at 5:42pm. Minutes respectfully *submitted* by Kristine Kavajecz

Plan Coverage Comparisons

Statement of Benefits	<u>Teamster Health Fund</u>		<u>State Health Plan</u>	
EXAMPLE 1: Having a Baby				
<i>Example of events:</i>				
Specialist Office visits (prenatal care)				
Childbirth.Delivery Professional Services				
Childbirth/Delivery Facility Services				
Diagnostic Tests (untrasounds and blood work)				
Specialist (anesthesia)				
Total Example Cost	\$	12,700.00	\$	12,700.00
Deductibles:	\$	500.00	\$	500.00
CoPayments	\$	10.00	\$	-
Coinsurance	\$	1,800.00	\$	-
Limits/Exclusions	\$	60.00		
Total Employee Cost	\$	2,370.00	\$	500.00
EXAMPLE 2: Joe's Type 2 Diabetes				
<i>Example of Events</i>				
Primary Care physician office visits				
Diagnostic tests (blood work)				
Prescription drugs				
Durable medical equipment (glucose monitor)				
Total Example Cost	\$	5,600.00	\$	5,600.00
Deductibles:	\$	500.00	\$	500.00
CoPayments	\$	300.00	\$	-
Coinsurance	\$	200.00	\$	400.00
Limits/Exclusions	\$	20.00		
Total Cost	\$	1,020.00	\$	900.00
			Could be less with wellness participation	

EXAMPLE 3: Mia's Simple Fracture			
<i>Example of Events</i>			
Emergency Room			
Diagnostic test (x-ray)			
Durable medical equipment (crutches)			
Rehabilitation Services (physical therapy)			
Total Example Cost	\$	2,800.00	\$ 2,800.00
Deductibles:	\$	700.00	\$ 500.00
CoPayments	\$	10.00	\$ 60.00
Coinsurance	\$	300.00	\$ 40.00
Limits/Exclusions			
Total Cost	\$	1,010.00	\$ 600.00

PLAN TERMS COMPARISON (for In-Network Services)

	<u>Teamster Health Fund</u>	<u>State Health Plan</u>
Deductible	\$500/\$1500	\$500/\$1000
Coinsurance	85%	100%
Emergency Room Co-pay	\$200	\$60
Urgent Care Co-pay	\$25	\$0
Durable Medical Equipment	15%	20% coinsurance to max of \$500 per person
Medical Out of Pocket Max	\$2,500/\$5,000 + Deductible	\$8700/\$17,400* Medical + RX
Generic/Tier 1 RX Co-pay	\$10 minimum. 20% to \$50 max	\$5 (2 copays for 90-day)
Brand/ Tier 2 RX Co-pay	\$25 minimum or 30% to \$150 max	20% to \$50 max (2 copyas for 90-day)
Non-Formulary/Tier 3	\$25 minimum or 30% to \$150 max	40% to \$150 max
Specialty/ Tier 4	\$62.50 minimum or 25% to \$375 max	\$50
RX Out of Pocket Max	\$3,000/\$7,000	Varies by Tier (\$600/\$1200 or \$8700/17400)

Medical + RX Out of Pocket Max

\$8700/\$17,400

\$8700/\$17,400

MISCELLANEOUS DIFFERENCES

Disability

\$43/day max of \$300/week

ICI Insurance. 75% of average gross. For the typical patrol position, this would be just over \$700 per week.

26 week max

Coverage ends upon resignation, retirement, termination, death, age 70, or end of disability.

Effective 1st day of disability or 8th day after physician certified disabled due to pregnancy or illness

Effective after 30 calendar days for most employees.

Health Insurance premiums suspended during period of disability up to 26 weeks.

ICI premiums waived while on disability.

Death and Dismemberment

Employee \$40,000

Separate Voluntary Life Insurance options

Spouse \$10,000

Term insurance available up to 4x annual salary.

Children 2-19 up to \$3,000

Rate is .05 to .22 per \$1000 of coverage.

Sp/Dep Coverage \$1.60/month/unit for \$10,000 Spouse and \$5,000 dependent coverage regardless of number of dependents. May have up to 2 units.

Dental	Separate coverage.	Separate voluntary coverage through Delta Dental
	Premium currently paid by the County, but is separate from the Health Insurance.	
Annual Deductible	\$25/\$75	\$0/\$100
Annual Benefit Max	\$2,000	\$1000/\$2500
Preventive Services (cleanings, x-rays, fluoride, sealants, routine evals)	100%	100%
Crowns, bridges, dentures, etc	90%	50-60%
Orthodontics	50%	50%
Initial Premium Due	2 months	Current month.
	<i>First month of premium plus one month equivalent as an Administrative Enrollment Fee</i>	<i>Premiums for coverage only. No initial administrative fee.</i>

Human Resources Report / Kris Kavajecz

As of July 22, 2022

ACTIVITY		YEAR-TO-DATE
Retirements	0	4
Worker's Comp Claims	3	23
Resignations	2	22
Terminations	0	0
Other	0	1

HIRES		YEAR-TO-DATE
Full-Time	4	24
Part-Time	3	15
Temporary/Seasonal	0	25
Interviews	6	124
Exit Interviews	1	17

Details:

Retirement: None

Resignations: Andrew Liberski-Jailer
Andrew San Diego-Jailer

Other: None

Hires: Brian Vecchio-Deputy Sheriff
Ryenne Alajoki-PT CCO
Anthony Perkins-Economic Support Specialist
Michelle Crowell-FT Public Health Nurse
Shawna Olesiak-FT CCO
Nathan Hauber-PT Public Health Nurse
John Kurak-PT Fairgrounds Caretaker

Currently recruiting for:

- Deputy Sheriff
- Jailers
- Economic Support Specialist
- PT Cook
- Behavioral Health Case Manager
- Child Protective Services Social Worker/Case Manager
- Human Services Clerk
- Youth Support and Services Coordinator

Other Activities:

- Met with representatives of WI County Mutual Insurance to discuss workers compensation insurance coverage.

- Conducted a Civil Rights Compliance Plan meeting with covered Departments/Programs. This is required every 4 years.
- Conducted 2 budget refresher trainings.
- Listened to a webinar on Employee Burnout.
- Participated in exchange of Initial Proposals meeting with WPPA. Conducted research and analysis of data related to negotiation topics.
- Only 6 interviews scheduled this month. Hoping that the lull in vacancies continues!
- Met with a couple of department heads and staff regarding employee concerns and/or staffing issues. I am thankful when concerns are brought forward....not that there is a concern, but that the staff member feels comfortable discussing the concern rather than stewing on it.
- Conducted one exit interview as of the writing of this report. Hoping to schedule two additional if the employees are agreeable.