



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 **2:00pm Thursday, October 27, 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

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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. Public Comment
3. Discussion and Possible Action Regarding Approval of Minutes of October 6, 2022
4. 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 October 6, 2022 Closed Session Minutes
 - ii. WPPA Union Negotiations
5. Reports:

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

MAA/kak

Enc.

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

**Minutes of the
Bayfield County Personnel Committee Meeting
2:00 PM, October 6, 2022
Meeting was Held In Person in the County Board Room**

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

Excused:

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Bob Anderson-Highway Commissioner, Rod Alstead-Teamster Health, Chip Eckleberg, Dalton Collins, Kim Mattson (remote), Dave Kontny, Martin Skaj, Eric Berge, Jake Benson, Jeff Spencer, Christy Spencer, Dick Weidinger (retiree), Cheri Deragon (remote), Jaime Cadotte (remote), Gail Reha (remote)

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

Public Comment: Teamsters will be allowed to comment during the agenda item.

Christy Spencer: Concern with losing the HRA. Their family have drained their HRA already this year.

Minutes of September 29, 2022: It was noted that minutes should be corrected to state that Mary Dougherty Chaired the meeting. *Motion Milanowski, Pocerlich to approve minutes of the September 29, 2022 Personnel Committee meeting as corrected. Motion Carried (5-0)*

Flexible Benefits Plan and Design Changes: Abeles-Allison explained that the Teamsters are the only group with an active HRA and that HRA (current year and roll-over) are available for use at all times. Other employees with roll-over funds are currently allowed to access up to \$2,000 of those funds each year for eligible dental and vision costs. Consider whether to open roll-over HRA funds without restriction (use for eligible medical, dental, vision costs).

Motion Pocerlich, Dougherty to remove caps and open roll-over HRA for all access. Motion Carried (5-0)

Flexible Benefits Contractor / Administrator Proposals and Recommendation for future: Recommendation to change flexible benefits vendors from Vantage Flex to Diversified Benefit Services beginning in 2023.

Motion Pocerlich, Strand to accept the proposal of Diversified Benefit Services effective January 1, 2023. Motion Carried (5-0)

Highway/Maintenance Uniform Policy: Maintenance and Highway Departments have expressed dissatisfaction with the current uniform service. Proposal was made to implement a \$270 per year clothing allowance on a reimbursement basis to replace the current uniform service. This is consistent with what is currently offered to Forestry Department staff.

Comment that the uniform service also provides first aid stations as part of the contract. Anderson shared that billing/invoicing and uniform condition concerns have been ongoing. Each department would be responsible for setting the clothing expectations. The county does provide up to 2 sets of coveralls.

The reimbursement would be considered taxable income and subject to WRS.

Motion Milanowski, Strand to approve a \$270 per year clothing allowance/reimbursement system for Maintenance and Highway staff and eliminate the Aramark contract effective January 1, 2023.

The Highway Department will investigate ordering t-shirts in bulk to ensure consistency and potentially reduce cost due to bulk order. Motion Carried (5-0)

Motion Dougherty, Strand to suspend the rules and allow public comment on the Teamster Health Agenda Item. Motion Carried (5-0)

Teamster and State Health Insurance Options

Abeles-Allison provided a review of the history of the Teamster Health, Dental and HRA as well as the State Health Plan. The state health plan premium will increase 2% for 2023. The Teamster Health plan is estimated at a 2.5% increase. There are several components to the Teamster Health plan that are not included in the State Health Plan such as disability and death/dismemberment coverages.

Alstead explained that the Teamster Health Plan is not a high deductible plan. Alstead is estimating that the Health Plan will likely approve an increase less than 2%, closer to 1.3%. He also stated that the Teamster Health waives health insurance premiums while off on disability and it includes a life insurance component.

Alstead pointed out that there would be an additional cost to employees for Life Insurance and Disability Insurance, which is already included with the Teamster Health. He also pointed out that the health insurance premiums are waived while an employee is disabled.

Comments received from Collins and Skaj.

Motion Pocernich, Milanowski to retain the Teamster Health Plan for 2023.

Pocernich withdraws his motion.

Motion Pocernich, Milanowski to retain the Teamster Health Package including Health, Dental and HRA as is currently in place. Motion Carried (4-1) Strand opposed.

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. Discussion and Possible action Regarding: Closed Session Minutes of September 29, to conduct Teamster Union Negotiations, discuss strategy for

WPPA Union Negotiations, Discus Reclassification of a Social Worker and other Personnel Issues. Motion Carried (5-0). Entered Closed session at 5:08pm. Jake Benson was allowed to remain in the closed session.

Motion Pocernich, Milanowski to return to open session. Motion Carried (5-0) Returned to open session at 6:01pm.

Reports

- a) **Personnel Financial Report as of September 30, 2022:** The total personnel costs as of the end of September surpassed those spent for the same time period in 2021.
- b) **HR Reports:** Reviewed

Meeting adjourned at 6:08pm.

Minutes respectfully submitted by Kristine Kavajecz