

**Minutes of the
Bayfield County Personnel Committee Meeting
5:00 PM, July 28, 2022
Meeting was Held Remotely through Microsoft Teams
and In Person in the Bayfield County Board Room**

Members Present: Fred Strand, Marty Milanowski, Brett Rondeau

Members Excused: Dennis Pocernich, Mary Dougherty

Others Present: Mark Abeles-Allison County Administrator, Kristine Kavajecz-Human Resources Director, Zak Radzak-Teamster Health Fund, Robert Doblak-Teamster Health Fund, Martin Skaj, Lori Skaj, Michael Moore, Dalton Collins, Sheree Collins, David Kontny

Meeting called to order at 5:00pm by Chairman Rondeau

Motion Strand, Milanowski to approve minutes of the July 7, 2022 Personnel Committee meeting. Motion Carried (3-0)

Public Comment: Dalton Collins asked if employees will be allowed to speak during the Teamster Health discussion.

Lori Skaj expressed concern with any proposed change to the current health plan and HRA offered to Teamster employees. Also expressed that she feels this is retaliation for giving the Highway Department staff a raise earlier this year. As a healthcare worker, she expressed concern with a limit on the providers that could be accessed and the difficulty of getting a referral when needed.

Sheree Collins shared that she has worked the last 2 summers for the Highway Department. The Department was recognized as Department of the Year for 2022. Thank You. Would like to see the county retain the Teamster Health Plan. Asked why the county would consider switching when all of the employees are happy with the current plan.

Presentation, Teamsters Health Insurance: Abeles-Allison displayed the health plan coverage comparison that was presented at the last meeting. He reported that following the previous meeting, the Teamsters requested to make a presentation.

Teamster representative Dalton Collins provided a packet of information including a petition from staff requesting to retain the Teamster Health Plan. The packet also contained a photo of the department with recognition as Department of the Year and Snowplow Awareness and Operator Appreciation Resolution. Union members pay a \$45 union membership fee per month for union representation. Collins reviewed the costs of the current plans. Disability and Dental insurances would be additional costs under the State Plan. Death and Dismemberment is included in the Teamster plan. Collins stated that if the HRA is taken away, employees would go broke. HRA is used to pay for deductibles, co-insurances, co-pays, dental, vision costs. Without the HRA, employees would have to pay those costs.

Teamster Representative Martin Skaj brought up the question of the cost for the plans that include Mayo Clinic coverage, which is currently included in the Teamster Health Plan

coverage. Skaj reiterated what Collins stated. Suggested that the county could consider putting all county employees on the Teamster Health Plan.

Robert Doblak with Teamster Health Plan explained that the Teamsters pay a composite premium (one flat premium for every employee regardless of single/family status). The group could explore a single/family option vs a composite premium. Mayo would be out of network, which is a concern for members. There is no out of network coverage with the state plan. Children out of state would not have out of network coverage. HRA currently offsets the out of pocket costs that the employees experience with the Teamster Health Plan.

Radzak expressed that the members are very passionate about retaining the Teamster Health Plan and HRA. He stated that several employees will leave employment if the insurance changes. Currently there are 3 single employees that would save on premiums with the state plan. For the others, there would be an additional premium equivalent to approximately 30 cents per hour.

Lori Skaj expressed that referrals are typically not approved if another provider is available in the network.

Reports

- a) **Human Resources Report:** *Motion Milanowski, Strand to receive the Human Resources report and place on file. Motion Carried (3-0)*

Motion Milanowski, Strand 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: Approval of July 7, 2022 Closed Session Minutes, Strategy Regarding Union Negotiations, and WPPA Union Negotiations. Motion Carried (3-0) Entered closed session at 5:49 pm.

Motion Milanowski, Strand to return to open session at 6:30pm

Explanation of the Social Worker Tech position. This position to be placed on the next agenda for formal approval. Consensus is support for the position.

Meeting adjourned at 6:35pm.

Minutes respectfully submitted by Kristine Kavajecz