

**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 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 assured the employees she would 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