

**SEPTEMBER 28, 2020 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Candy Davis called the meeting to order at 6:00 p.m.

Present: Jim Burdick, Candy Davis and Sarah Braun

Others Present: City Administrator Ramona Flanigan, City Clerk/Treasurer Cindy Hegglund, Utility Director Randy Oren, Municipal Services Director Howard Moser, Library Director Kirsten Almo, Alderperson Casey Langan, Employees Steve White, Tom Pennekamp and Jenny Salvo.

Flanigan confirmed the meeting notice was properly posted on Friday, September 25, 2020. Agendas were posted at Edgerton Post Office, Edgerton Public Library and City Hall.

APPROVE MINUTES: A Braun/Burdick motion to approve the July 16, 2020 Personnel Committee minutes passed on a 3/0 roll call vote.

2021 HEALTH INSURANCE: Flanigan stated the cost of the City's current Health Insurance plan will increase 6.5% in 2021. If there are no staffing changes, the increase in health care costs to the city would be approximately \$16,199. Currently there have been 3 employees that have made changes to their coverage. These staffing changes result in an overall health insurance cost decrease of \$18,285. The employees that made changes may apply for health insurance during the year if there is a change to their current coverage.

Almo informed the Committee she has an open position that is eligible for benefits. Almo is waiting to fill this position due to COVID 19 restrictions but plans to fill it sometime next year. When that position is filled it could eliminate the projected savings of \$18,285.

A Burdick/Braun motion to maintain the current premium contribution and deductible rates in 2021 passed on a 3/0 roll call vote.

2021 DENTAL INSURANCE: Delta Dental is the City's current dental provider. Currently with the staff changes there will be a \$5,650 savings. The change in library staff may reduce this projected savings. There will be no change in the premiums cost in 2021.

A Davis/Burdick motion to continue with the current dental insurance plan in 2021 passed on a 3/0 roll call vote.

2021 WAGES: Flanigan stated the current estimate for the Cost of Living increase is 1.1–1.2%. Represented employees (WPPA members) will receive a 1.5% wage increase and a 2.5% "lift". Every 1% increase in wages for all levy supported staff results in an increase of \$13,970.

The allowable levy limit increase for 2021 is \$17,304.

The Committee discussed a 1.5% increase to start the wage discussion. Candy Davis cautioned this amount could change as the budget discussions continue.

A Braun/Davis motion to recommend a 1.5% increase in wages in 2021 passed on a 3/0 roll call vote.

Being no other business before the Committee, a Braun/Davis motion to adjourn passed, all voted in favor.

Ramona Flanigan/wjl
City Administrator