

**SEPTEMBER 24, 2019 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

Chairperson Davis called the meeting to order at 5:00 p.m.

Present: Candy Davis and Jim Burdick

Excused: Sarah Braun

Others Present: City Administrator Ramona Flanigan, Police Chief Bob Kowalski, City Clerk/Treasurer Cindy Hegglund, Utility Director Randy Oren, Library Director Kristen Almo, City of Edgerton employees and citizens.

Flanigan confirmed the meeting agenda was properly posted on Friday, September 20, 2019 at the Post Office, Edgerton Library, City Hall and the website.

APPROVE MINUTES: A Davis/Burdick motion to approve the September 3, 2019 Personnel Committee meeting minutes passed, all voted in favor.

HEALTH INSURANCE FOR 2020: The City's current health insurance carrier's premiums (ETF) will increase by 6.7% in 2020. If the employee's contribution did not change, the city would see an increase of approximately \$20,035. Two employees have opted not to take the City's health insurance. These changes result in an overall health insurance budget decrease of \$16,077. Flanigan cautioned the Committee that these employees could apply for insurance during the year if there is a change to their current insurance coverage.

DENTAL INSURANCE FOR 2020: The City's current dental insurance is through Delta Dental. There will be no premium increase in the cost of Dental insurance in 2020.

2020 WAGES: Retirement costs will increase by .2% for general employees and 1.0% for sworn officers. This will be an increase for the City of \$1,590 for general employees and \$6,925 for sworn officers.

Flanigan provided history of wage increases granted in the past years. The data showed every 1% increase resulted in a \$17,480 to the budget for wages and related increases. Burdick suggested starting with a 2% increase and adjusting the percentage as budgeting information becomes available. Davis felt starting at a lower percentage would give the Council the opportunity to raise the percentage if numbers allow.

A Burdick/Davis motion to recommend a 1.75% increase to Council passed on a 2/0 roll call vote.

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

Ramona Flanigan/wjl
City Administrator