

**SEPTEMBER 19, 2023 PERSONNEL COMMITTEE MEETING MINUTES
CITY OF EDGERTON**

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

Present: Jim Burdick, Candy Davis, and Tim Shaw.

Others Present: City Administrator Ramona Flanigan.

Flanigan confirmed the meeting agenda was properly posted on Monday, September 18, 2023 at the Post Office, Edgerton Library, City Hall and the City's website.

MINUTES: A Tim Shaw/Jim Burdick motion to approve the August 21, 2023 Personnel Committee meeting minutes passed, all voted in favor.

DISCUSS AND CONSIDER HEALTH INSURANCE FOR 2024:

The City is currently enrolled in the state health insurance (ETF) low deductible plan. ETF prohibits cities from paying more than 88% of the average premium of HMOs operating in the county. The 88% rule will apply this year which will result in non-represented employees paying 12% of the lowest cost premium. This increase equates to \$0.58 per hour in wages.

A Tim Shaw/Jim Burdick motion to recommend to council a \$0.58 per hour increase to help with the increase in cost of health insurance, passed on a 3/0 roll call vote.

DISCUSS AND CONSIDER DENTAL INSURANCE FOR 2024:

Currently the City has dental insurance through Delta Dental. In 2024 there will be a 2% increase in premiums. The city currently pays 100% of the premium.

A Candy Davis/Tim Shaw motion to maintain the dental insurance for 2024 passed on a 3/0 roll call vote.

DISCUSS AND CONSIDER ACROSS THE BOARD WAGE ADJUSTMENTS FOR 2024:

The personnel policy states that the across the board increases is based on: COLA increases; increases given to represented employees; and the financial position of the City. COLA is estimated to be 3.2% and the consumer price index is 3.7%.

A Tim Shaw/Jim Burdick motion to recommend to council a 3.2% across the board wage increase.

DISCUSS AND CONSIDER STAFF RETENTION EFFORTS:

Department heads received staff's input on what was most important to them in regards to staff retention. Many of the ideas did not have an impact on the budget but do have operational impacts.

The non budgetary items will be discussed at a future personnel committee meeting.

Being no other business before the Committee, a Tim Shaw/Candy Davis motion to adjourn passed on 3/0 roll call vote.

Ramona Flanigan/Ino
City Administrator