



**PERSONNEL COMMITTEE
Tuesday, June 11 at 10:30am
MINUTES**

The Personnel Committee meeting was called to order by Chairperson, Will Beitlich at 10:30am on Tuesday, June 11, 2019 in the Courthouse Conference Room 101.

Members Present: Will Beitlich, Mary Bringe, David Strudthoff, Alycann Taylor, Lorn Goede

Members Absent:

Others in Attendance: Alex Beaudry (Horton Group), Serena Inman, Dennis Brault, Ole Yttri, Tim Hundt

1. Call to Order

Beitlich called the meeting to order at 10:30 am.

2. Affirmation of Proper Public Notice of meeting

Affirmed.

3. Audience to Visitors

4. A motion was made to approve the minutes from May 14, 2019 by Goede, and a second by Strudthoff. All ayes, motion carried.

5. A motion was made by Bringe to approve vouchers for June, second by Taylor. All ayes, motion carried.

6. Benefits Presentation from Alex Beaudry, Horton Group

- a. Discussion on Premium vs. Claims Report comparing 2018 to 2019. 2019 is showing a slight increase in loss ratio, however ratio is expected to hit breakeven (85%) by end of year. With the top 13 claims in 2019 ranging in cost from \$25,000 - \$100,000 are resulting in 50% of claims cost. There is a large base of employees that are generating zero claim cost, meaning a large population is not completing their annual wellness exam – which is encourage to promote wellness and overall better health. Beaudry anticipated an increase from WCA to range between 5-7%, and indicated 5% as a conservative planning number. With 3 years of zero increase, if Vernon County intends to stay with WCA an increase is expected.
- b. Beaudry presented the option of self-funded vs our current fully insured plan. A self-funded plan could potentially save between 4-6%, but savings would not be



expected to be immediate, and any savings incurred would need to remain in the designated fund for health insurance. With self-funding the County would have more freedom in network and plan design, however there is a risk that there could be large claims, and administration costs could be higher, as Personnel Department would most likely need additional staff to manage the plan properly. Beitlich stated he would like this topic on the next meeting agenda to determine if this was the route the County would like to proceed with for 2020 plan year. Beaudry indicated that if the County saw this as viable option for 2020 plan year, Horton Group would need to have that decision by July in order to start preparations indicated he would be available by phone during July meeting to answer question if needed.

7. Discussion and possible action on updates to Volunteer Services Policy & Procedure – Serena Inman
 - a. Inman presented updates to the volunteer policy to the County, the majority of the policy updates were language changes to align with Employee Policy Manual, and clean-up of outdated forms referenced in the policy and procedure. Application form for Volunteers was also created to better serve those who indicate they want to volunteer. Policy updates had been discussed and approved in Department Head meeting in May. Taylor inquired on “friends of the park” group who do volunteer clean up in county parks, and if they were considered county volunteers. Inman stated the same question was asked in the Department Head meeting, and it was determined they would volunteers an outside county group, not direct county volunteers. Inman indicated if committee would approve the policy updates today, the next step would be sending to our liability insurance carrier for their approval prior to be putting in place. A motion was made by Taylor to approve policy changes pending approval from insurance, second by Strudthoff. All ayes, motion carried
8. Director’s Report – Serena Inman
 - a. New Hires & Recruiting
 - i. Between the last 3 weeks, a total of 20 new hires have been brought on, about half will be summer help.
 - ii. Update on Personnel Assistant position – posted and received applications. Still evaluating viable candidates.
9. Personnel Department Head Performance Evaluation – *The Chair may entertain a motion to enter into closed session pursuant to Wis. Statutes, Section 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.”* A motion was made by Bringe to enter into closed session, second by Goede. Roll call vote – Strudthoff, Bringe, Goede, Taylor, Beitlich all yes. All ayes, motion carried. A motion



was made to enter into open session by Taylor, second by Bringe. Roll call vote – Strudthoff, Bringe, Goede, Taylor, Beitlich all yes. All ayes, motion carried.

10. Discussion of Agenda items for next meeting: Personnel Director Performance Evaluation continued discussion, and Self-Funding for Insurance
11. Confirmation of next meeting date: July 9th, 2019 at 10:30 a.m
12. Adjourn Meeting: a motion to adjourn meeting at 12:20pm was made Strudthoff, second by Taylor. All ayes, motion carried.

Minutes respectfully submitted by Serena Inman, Personnel Director