

**JOINT MEETING OF THE HUMAN RESOURCES AND LABOR NEGOTIATIONS
COMMITTEE AND FINANCE COMMITTEE**

**HR COMMITTEE MEMBERS PRESENT: Marsik, Sheahan-Malloy, Greshay, Hilbert
and Schmidt**

**FINANCE COMMITTEE MEMBERS PRESENT: Frohling, Guckenberger, Schaefer,
Caine**

Minutes of the special meeting of the Human Resources and Labor Negotiations Committee and the Finance Committee of the Dodge County Board of Supervisors held on Monday, July 23, 2018 at 9:00 a.m. in meeting room 1H & I located on the first floor of the Administration Building.

ALSO PRESENT: Sarah Hinze, Human Resources Director; Jim Mielke, County Administrator; Tonia Mindemann, Assistant Human Resources Director; Megan Firari, HR Specialist; Kim Nass, Corporation Counsel; Sheriff Dale Schmidt; Christine Planasch, Register of Deeds; Julie Kolp, Finance Director; Lynn Hron, Clerk of Courts; Russ Freber, Physical Facilities Director; Jane Hooper, Executive Director Clearview; Rebecca Bell, Human Services Director; Karen Gibson, County Clerk; Patti Hilker, Treasurer; Amy Nehls, Emergency Management Director; Bill Ehlenbeck, Land Resources and Parks Director; Bill Wiley, Clearview Finance Director; Brian Field, Highway Commissioner; Russell Kottke, County Board Chair; Jeff Berres, County Board Supervisor; Jeff Ireland, M3 Representative; Nancy Cirra, M3 Representative.

Human Resource Committee Meeting called to order by Marsik at 9:00 a.m.

Finance Committee Meeting called to order by Frohling at 9:01 a.m.

Roll call was taken. All members of both Committees present. Chair Marsik asked non-Committee Member County Board Supervisors, if they wished to be paid for attending the meeting. Supervisor Berres accepted payment.

Marsik asked if anyone present had any public comments. None.

Mielke addressed the Committees indicating the purpose of the meeting was to establish a consensus from the Committees regarding each agenda item for budgetary purposes only, including confirmation from the Committees with an interest to move away from the State Health Insurance Plan. Mielke explained that by establishing a consensus the initial budget preparations can begin in order to meet budgetary timelines.

- a) Hinze reviewed the current health insurance plan including data and demographics. Hinze provided the proposed premium rates from M3 from Quartz and Dean which included a high deductible plan option. Hinze noted that Dean quoted significantly lower premium rates than Quartz. Hinze provided multiple scenarios of anticipated plan participation and contributions. It was the consensus of both Committees to confirm an interest to move away from the State health Insurance Plan. It was the consensus of both Committees, for budgetary purposes only, to set the 2019 County health insurance contribution rates using the proposed Dean Health Plan premium rates as follows: 85%/15% for the low deductible plan and 88.5%/11.5% for the high deductible plan where the deductible is \$1000 deductible for single coverage and \$3000 for family coverage and include a County

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- contribution to a health savings account of \$1000 for single coverage and \$2000 for family coverage.
- b) Hinze reviewed the current dental rates and the 2019 proposed dental rates from Delta Dental. Hinze provided participation data and estimated premiums. Hinze recommended an 88.5%/11.5% County contribution to be consistent with health insurance contribution rates. It was the consensus of both Committees, for budgetary purposes only, to use a contribution rate of 88.5%/11.5% with the 2019 proposed Delta Dental premium rates.
 - c) Hinze reviewed the July 1, 2018 Dodge County Compensation Plan with the Committees, market rates, and employee demographics. Hinze provided multiple scenarios with estimated budgetary impact. It was the majority consensus of both Committees, for budgetary purposes only, to use a 1.5% increase to the established market rate effective January 1 2019, to provide an additional 1.5% increase to the established market rate effective July 1, 2019, and establish the Cost of Living Adjustment for purposes of merit pay calculations at 3%.
 - d) Hinze stated that there was a recommendation from the Human Resources and Negotiations Committee to consider standardized shift differentials, with the exception of Clearview. Hinze reviewed the current shift differentials and the proposed standardized shift differentials of \$0.40/hour for hours worked on second shift and \$0.50/hour for hours worked on third shift. Hinze stated that a consensus was not required but was for information only.

Meeting adjourned by order of the Chairperson at 10:23 a.m.

Richard Greshay, Secretary

Joseph Marsik, Chairperson

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.

FINANCE COMMITTEE
SECRETARY

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