

MEETING OF THE DODGE COUNTY JOINT FINANCE COMMITTEE & HUMAN RESOURCES & LABOR NEGOTIATIONS COMMITTEE

JUNE 13, 2022, 5:00 P.M.

FIRST FLOOR AUDITORIUM – ROOMS H & I

DODGE COUNTY ADMINISTRATION BUILDING, JUNEAU WI 53039

The Finance Committee meeting was called to order by Dodge County Finance Committee Chairman, Benter, at 5:00 p.m.

Members present: Caine, Kuehl, Kavazanjian, and Sheahan-Malloy.

Member(s) absent: None

The Human Resources and Labor Negotiations Committee meeting was called to order by Human Resources and Labor Negotiations Committee Vice-Chairman, Dennis Schmidt, at 5:00 p.m.

Members present from the Human Resources and Labor Negotiations Committee: Greshay, Kuehl, Bobholz, and D. Schmidt.

Member(s) absent: Maly (excused)

Others present: Interim County Administrator Jon Hochkammer; Interim Finance Director Eileen Lifke; Human Resources Director Sue Immel; Human Resources Assistant Director Tonia Mindemann; Land Conservationist John Bohonek; Clearview Executive Director Ed Somers; Physical Facilities Director Russ Freber; Corporation Counsel Kim Nass; Land Resources and Parks Director Bill Ehlenbeck; Senior Accountant Jenny Krakow;.

The following Non-Committee Member County Board Supervisor was in attendance: County Board Chair Dave Frohling

There was no public comment.

Human Resource Director Sue Immel provided information regarding 2023 Health Insurance premiums and reviewed the exhibits provided in the meeting packet including 2023 Dean Health Plan Rates, 2022 State Health Plan Rates, and 2022/2023 Health Plan Option Comparison. Ms. Immel stated that the State has not provided information yet regarding the surcharges but can be anywhere between 20-80%. Ms. Immel also referenced the 2022 State rates noting they are higher than the current Dean Health rates. Ms. Immel continued with information on the following:

- Current employee/employer share approved in the Sworn Association Agreement through 2024, as provided in the packet.
- Current plans offered by Dodge County including a reviewed each plan with a 19.9% increase for 2023 as well as estimated overall fiscal impact for 2023.
- New insurance broker, R&R Insurance. R&R Insurance is reaching out again to providers and will be considering different plan designs; however, noted that the other providers previously declined to quote.
- Consumer Price Index (CPI) as provided by the Wisconsin Employment Relations Commission (WERC) through November 2022 with CPI at 6.86% for November 2022 noting a copy was in the packet.
- Estimated fiscal impact for a 3.5% Cost of Living Increase (COLA) effective 1/1/2023, as a starting point, only, as 3.5% is the COLA approved in the Sworn Association Agreement.

Supervisor Sheahan-Malloy requested consideration of a COLA amount in conjunction with the July 2023 merit increase. Mindemann noted on average the step/merit increases are 2.5%.

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Ms. Immel continued with reference to the packet document showing the number of participants on the health insurance plan including active and retirees. She stated that R&R will be reviewing all plans including plan design and hopefully more information will be available later in the week.

The Committees continued with discussion regarding establishing COLA and Health Insurance for budgetary purposes only. Lifke requested, at the least, guidance on a COLA to begin initial 2023 budget projections. Discussion on employee compensation and benefits continued with consideration of employee retention and revenue sources available to create a balanced budget.

Motion by Greshay, seconded by Bobholz to use 3.5% Cost of Living Adjustment effective 1/1/2023 and step/merit increases July 1, 2023 for initial budgetary purposes only. Motion carried.

Interim Finance Director Eileen Lifke inquired if a health insurance increase of 19.9% with an 84.5%/15.5% employer/employee share can be used in budget preparations until information is received from R&R Insurance. It was the consensus of the Committees to use a health insurance increase of 19.9% with an 84.5%/15.5% employer/employee share until additional information is available.

It was the consensus of the Committees to schedule another joint meeting after additional information is received from R&R Insurance regarding Health Insurance options.

Human Resources and Labor Negotiations Committee meeting adjourned by order of the Chairperson at 6:16 p.m.

Motion by Sheahan-Malloy, seconded by Caine to adjourn the Finance Committee meeting. Motion carried.

Finance Committee adjourned at 6:16 p.m.

Nancy Kavazanjian, Secretary



V. Chan

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