CITY OF ANTIGO

COMMITTTEE OF THE WHOLE

MINUTES OF MEETING HELD

OCTOBER 11, 2017

Committee of the Whole of the City of Antigo met in Regular Meeting on the above date at 6:15 PM in the Council Chambers, City Hall, Mayor Bill Brandt presiding.

1. The meeting will start immediately following the meeting of the Common Council, but no earlier than 6:15 PM

Roll Call

Attendee Name	Title	Status	Arrived
Barb Rebstock	Ward 1	Present	
Sandra Fischer	Ward 2	Present	
Tim Kassis	Ward 3	Present	
Tom Bauknecht	Ward 4	Present	
Carol Feller Gottard	Ward 5	Present	
Rick LeBrun	Ward 6	Present	
Glenn Bugni	Ward 7	Present	
Reinhardt Balcerzak	Ward 8	Present	
Scott Henricks	Ward 9	Present	
Bill Brandt	Mayor	Present	

Department Managers in attendance were: Mark Desotell, Director of Administrative Services; Kaye Matucheski, Clerk-Treasurer; Eric Roller, Police Chief/Public Safety Director; Robert Piskula, Street Commissioner; James Pike, Communication and Technology Supervisor; Roger Musolff, Building Inspector/Zoning Administrator; Charley Brinkmeier, Land Surveyor/Project Manager; Sarah Repp, Parks, Recreation, and Cemetery Director; and Dominic Frandrup, Library Director.

Others in attendance were: Michael Winter, City Attorney; Jeanne Jensen, Deputy Clerk-Treasurer; and Amy Lynch, Human Resource Specialist.

Discussion and Action May Occur on the Following Agenda Items

1. 2018 Health Insurance

Mayor Brandt explained this is a two-year plan being proposed.

Kaye Matucheski, Clerk-Treasurer, gave a power point presentation with some of the following highlights noted:

2018 - employee premium contribution remains at 10% of premium.

Keep deductibles and co-insurance out of pockets at 2017 levels.

Increase the prescription drug co-payments from $5/$15/$25 to $10/$30/$50.

Overall premium will decrease slightly for change in prescription drug coverage.

All employees, union and non-represented, would be included on this plan.

The stop loss coverage is currently at $50,000 per claim/per employee each year. This would be increased to at least $60,000 (depending on savings cost which is not yet known) possibly $75,000 depending on savings projected.

2019 - change all employees to a high deductible health plan (HDHP)

Deductible being considered is $2,500 per person/$5,000 per family. Any in network charges after the deductible is met would be covered 100%. Out of network charges after deductible would be covered at 70% with an out of pocket limit of $4,500 per person/$9,000 family per family (in addition to the deductible).

Ms. Matucheski further explained prescription drugs would no longer have a co-payment as drugs would be applied to the deductible until it is met and would then be paid at 100%.

Alderperson Rebstock noted that the prescription would need to be paid up front at full cost. Ms. Matucheski noted that this is why it is proposed to be put off a year to give employees a chance to plan.

Alderperson LeBrun questioned the current deductible, to which Ms. Matucheski noted it is $500 per person or $1,000 per family currently. Out of pocket then is 90/80 co-insurance with a maximum out of pocket $900 per person/$2,200 family. Prescription drug charges currently are $5/$15/$25.

Employees would be able to set up Health Savings Accounts (HSA) with pre-tax contribution (limits based on IRS rules).

Mid-year 2018 the City would host educational sessions for employees to explain the plan and the HSA. This would give everyone time to become familiar with the plan.

Ms. Matucheski notes there would be approximately $147,000 in savings if a high deductible plan is implemented.

Upon inquiry by Alderperson Kassis, Ms. Matucheski noted there is currently no plans for a City contribution to the HSA accounts. This would directly affect the savings if that would be implemented.

Upon inquiry by Alderperson LeBrun, it was noted that health plan design changes do not have to be negotiated with the unions so this would be effective for all employees.

Alderperson Fischer noted concern that she has seen with plans like this people stop going to the doctor.

Alderperson Rebstock asked what the employees in attendance think of it as she feels they will not like it noting this seems to be a really drastic change.

Mr. Desotell noted that the premium will go down with the higher deductible, meaning the 10% contribution will also decrease.

Ms. Matucheski noted they also looked at having the employees pay 10% of the stop loss, keeping the prescription co-pays and changing the out of pocket to $3,000 per person/$6,000 per family. This is something that could not be instituted with the unions so you would only get part of your employees and it is only a savings of $37,000.

Mayor Brandt noted that this savings is not where the City needs to get to. This is a fact of life and a fact of business. If the City is going to continue to provide services, it needs to cut costs. The cost of benefits is high. The City has a Cadillac health plan and it needs to drive a Chevy.

Alderperson LeBrun inquired on budget items noting that he does not like to see the employees being the first ones cut. It is a good health plan and will attract good employees. It is an incentive.

Ms. Matucheski noted that the Council does not have to act on 2019 health plan coverage tonight.

2. 2018 Dental Insurance

Ms. Matucheski noted only a one year approach with no change in benefits is being looked at as dental coverage is already limited. She noted the total increase for dental premiums is $1,056 annually.

3. Update on 2018 Budget

Ms. Matucheski noted General Transportation Aids/Connecting Highway Aids is increasing $40,000 from the 2017 payment.

She explained the City will be where it needs to be at for the levy limit.

She noted if everything stays the same, the rate will be down 18 cents. She explained the City is unable to increase the budget for a higher mill rate as the levy limit is based on the dollar amount expended.

Ms. Matucheski reviewed the next steps of the 2018 budget.

Alderperson LeBrun moved, Alderperson Henricks seconded, to approve the proposed 2018 health plan. Carried.

Alderperson Bugni moved, Alderperson Bauknecht seconded, to approve the proposed 2018 dental plan. Carried.

Ms. Matucheski suggested bringing in the third party administrator to discuss the 2019 health plans.

Alderperson Bugni questioned on the budget for City Council what the contractural services for $18,000 is. To which Ms. Matucheski noted it is the agenda management software.

Alderperson Bugni questioned the roads budget noting he would like to see more in there. To which Mayor Brandt noted we put in what we could afford. Mayor Brandt noted we go for every grant we can.

Alderperson Kassis commented on infrastructure issues. Charley Brinkmeier, Land Surveyor/Project Manager, noted there are some big projects coming up in 2018 on Gowan Road and Field Street.

Mr. Desotell commented on the transportation fees being up $40,000 but noted that cannot be counted on every year.

Alderperson Balcerzak noted we are to the point we cannot afford to lose employees and continue to provide the services we do.

Alderperson Bauknecht moved, Alderperson Kassis seconded, to approve the proposed 2018 budget to move forward to Council for public hearing and formal approval in November.

RESULT:	CARRIED - VOICE VOTE

Any Other Matters

NONE

Adjournment

Alderperson Bauknecht moved, Alderperson Bugni seconded, to adjourn at 6:58 p.m. Carried.

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Bill Brandt, Chairperson Date