

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL COUNCIL CHAMBERS
9229 W. Loomis Road, Franklin, Wisconsin
5:00 p.m., Monday, September 24, 2012**

MINUTES

- I. The September 24, 2012 Personnel Committee Meeting was called to order at 5:00 p.m. by Chairman Brunner in the Council Chambers at City Hall. Members present were Brunner, Wikel, Green, Barber, Sakwinski, Alderman Solomon, Alderman Schmidt, and Alderman Olson. Member Sheehan was excused. Also in attendance were Director of Administration Luberda and Human Resources Coordinator Zahn.

- II. Citizen comment period

Comments on item V were given by Glen Beardsley on behalf of employees from Public Works/Sewer & Water.

- III. Approval of Minutes of 7/16/2012.

Motion by Alderman Solomon and seconded by Member Barber to approve the Minutes from 7/16/12 as written. Motion Carried: Ayes – All (with Member Sakwinski abstaining as he had not been at the 7/16 meeting).

- IV. Review of City's Health and Welfare Benefit Plans including Summary Plan Description language, benefit coverage, and proposed changes to coverage relative to the Mayor's 2013 recommended budget. (Mark Luberda & Tom Jocz, Diversified Insurance Services)

Director of Administration Luberda explained that in the Mayor's recommended budget that approximately \$220,000 needed to be saved from the health insurance costs. He presented options and gave his recommendations.

Motion by Member Wikel and seconded by Alderman Olson to accept the recommendations incorporating the option with the \$500 deductible and the \$25 office visit copay. Upon roll call vote, Motion Failed: 3 Ayes (Olson, Schmidt, Wikel) and 4 Noes (Solomon, Green, Sakwinski, Barber).

Motion by Member Green and seconded by Member Sakwinski to recommend the option with the \$500 deductible that does not have an office visit copay, along with the 3 recommended changes to the prescription drug program. Upon roll call vote, Motion Carried: 5 Ayes (Solomon, Schmidt, Green, Sakwinski, Barber), 2 Noes (Olson, Wikel).

- V. Review of City's non-WRS Defined Benefit and Defined Contribution Pension plans, including consideration of freezing the defined benefit plan as to additional years of service, converting defined benefit plan participants to the defined contribution plan, and consideration of the non-elective and non-discretionary contribution by participating employees in the defined contribution plan.

The Committee discussed at length whether they should change the pension plan for the Public Works, Sewer & Water, and Custodial employees. There was agreement that they needed more information to understand the effect the change would have on employees.

Motion by Alderman Olson and seconded by Member Wikel to refer the item to staff with a return meeting at the call of the Chair. Motion Carried: Ayes – All.

VI. Director of Administration Report

- a. Status of Act 10 and Act 32
- b. Approval of Leave of Absences

Information was provided by Director of Administration Luberda on both topics. No action was taken.

VII. Staffing Report

No Action Taken

VIII. Next Meeting Date

The next regularly scheduled meeting would be October 15th, 2012 unless a special meeting is called by the Chair as discussed above.

IX. Adjournment

Motion by Alderman Olson and seconded by Member Green to adjourn the Personnel Committee meeting at 6:45 p.m. Motion carried: Ayes-All.