

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL INSPECTION CONFERENCE ROOM
9229 W. Loomis Rd., Franklin, Wisconsin
6:00 p.m., November 26, 2018**

MINUTES

I. The November 26th, 2018 Personnel Committee Meeting was called to order at 6:01 p.m. by Chair Brunner in the Inspection Conference Room at City Hall. Members present were Brunner, Wikel, Traynor, Pesch, Budny, Prusko, Alderman Barber and Alderman Dandrea (arrived at 6:02). Alderman Mayer was excused. Also in attendance were Director of Administration Luberda, Human Resources Coordinator Zahn, and Police Chief Oliva.

II. Citizen comment period

Jesse Hintz, Police Detective, was the only person in attendance. He withheld comments until the Committee addressed item # VI.

III. Welcome to our New Member Frank Prusko

No Action Needed

IV. Approval of the Minutes from 10/15/2018.

Motion by Member Wikel and seconded by Member Traynor to approve the minutes from 10/15/2018.
Motion Carried: Ayes – All.

V. Approval of a Request to Eliminate One Police Patrol Officer Position and Adding a Police Detective Position

Motion by Member Wikel and seconded by Member Traynor to recommend to Common Council approval of the elimination of 1 Police Officer and the addition of 1 Police Detective. Motion Carried: Ayes – All.

VI. Establish the Timeline for Employer Contributions to Health Savings Accounts for Employees Participating in the High-Deductible Health Plan in 2019

Chair Brunner left the room at 6:30 p.m. and returned at 6:33 p.m. Vice-Chair Wikel took over the meeting in her absence. Motion by Alderman Barber and seconded by Member Pesch to recommend to Common Council to authorize payment of the \$750/\$1500 (single/family) employer contribution to the eligible employee High-Deductible Health Plan (HDHP) Health Savings Accounts (HSA) prior to the end of January of 2019 and, for new employees in 2019 who remain employed for more than 30 calendar days (and for those existing employees who have a qualifying event) who select the HDHP with an HSA, to authorize payment of an employer contribution prorated based upon the number of months the employee will be covered by the HDHP and to authorize the Director of Administration to make such related changes to the Employee Handbook as he determines is necessary. Motion Carried: Ayes – All.

VII. Transition to WRS Pension Plans

No Action Needed

VIII. Plan Amendments to the City of Franklin Defined Benefit Retirement Plan and the City of Franklin Defined Contribution Retirement Plan

No Action Needed

IX. Application of the Retiree Health Benefit with Multiple Health Plans

Motion by Member Budny and seconded by Member Prusko to recommend to Common Council to include the language from the paragraph in the discussed memo in regards to retiree health coverage, effective upon Common Council approval. Motion Carried: Ayes – All.

X. Approval of the 2019 Stop-Loss Insurance Policy

Motion by Member Pesch and seconded by Member Traynor to recommend to Common Council approval of Sun Life and Sun Life’s “Renewal Option 1” for stop-loss coverage for 2019’s health benefits program, which increases the City’s individual specific deductible to \$70,000, and to authorize the Director of Administration to execute renewal documentation as necessary. Motion Carried: Ayes – All.

XI. Discussion on Associated Benefits & Risk Consulting (previously Diversified Insurance) as Broker

No Action Needed

XII. Staffing Report

No Action Needed

XIII. Next Meeting Date

The next regularly scheduled meeting is planned for December 17, 2018.

XIV. Adjournment

Motion by Alderman Barber and seconded by Member Wikel to adjourn the Personnel Committee meeting at 7:17 p.m. Motion carried: Ayes-All.