

MINUTES
PERSONNEL COMMITTEE

Tuesday, April 26, 2016
City Hall, Room 207
4:30 p.m.

Members Present: Ald. Tom DeWane, Ald. Joe Moore, Ald. Tom Sladek, Ald. Mark Steuer

Others Present: Ald. Scanell, Ald. Wery, Ald. Dorff, Ald. Nennig, Director Boland, Director Foeller, Chief Smith, Director Grenier, Chief Litton, City Attorney Chavez and others

1. Election of Officers.

A motion to nominate Ald. Steuer as Chair was made by Ald. Sladek and seconded by Ald. Moore. Motion carried unanimously.

A motion to nominate Ald. Moore as Vice Chair was made by Ald. Steuer and seconded by Ald. Sladek. Motion carried unanimously.

2. Adoption of the Agenda.

A motion to adopt the agenda was made by Ald. DeWane, seconded by Ald. Sladek. Motion carried unanimously.

3. Approval of the minutes from the April 12, 2016 meeting.

A motion to approve the minutes from the April 12, 2016 meeting was made by Ald. Sladek seconded by Ald. Moore. Motion carried unanimously.

4. Request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

- a. Assistant Fire Chief – Operations - Fire
- b. Criminalistic Specialist - Police

A motion to approve 4a and b was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

5. Request approval of the following reclassification(s) in the Engineer Salary Schedule and/or request to fill positions as part of the Public Works Engineering Division reorganization which was approved as part of the 2016 budget.

- a. Reclassify the Utility/Site Development Assistant City Engineer position from Pay Grade O (\$78,242-\$89,419) to a Utility Manager at Pay Grade P (\$82,628-\$94,432). The salary for this position will be funded (50%) by the sanitary

district budget and (50%) by the storm water utility budget. It is recommended this reclassification be effective retroactive to the beginning of the pay period in which January 1, 2016 occurred.

- b. Replace one non-exempt Engineering Aide position at Administrative Bay Area Pay Grade (\$18.98 - \$21.09) with one exempt GIS Analyst position at Pay Grade J (\$27.04 - \$30.90). Recommend approval to fill this position. The salary for this position will be funded (50%) by the sanitary district budget and (50%) by the storm water utility budget.
- c. Recommend approval to fill the new position of Civil Engineer II, approved as part of the 2016 budget, at Pay Grade K (\$60,624-\$69,285). The salary for this position will be funded (50%) by the sanitary district budget and (50%) by the storm water utility budget.
- d. Recommend approval to fill the new position of Erosion/Sediment Control Specialist (Civil Engineer I level), approved as part of the 2016 budget, at Pay Grade I (\$51,834-\$59,238). This position will be 100% funded by the storm water utility budget.

A motion to approve 5a, b, c and d was made by Ald. DeWane and seconded by Ald. Sladek.

Under discussion, Ald. Moore asked if the retroactive pay in item 5a was included in the 2016 budget. Director Grenier stated it was included in the budget.

Motion carried unanimously.

6. Request to approve contracting with myInertia, a Green Bay company, to provide on-line tracking of wellness activity points at a cost of \$1.55 per participating employee per month for a projected annual cost of \$12,000 - \$16,000 depending upon employee participation. The cost of this program will be funded out of the City's Health Insurance Budget.

Ald. DeWane supports contracting for the HRA program, which the City is already involved with, as long as this request has nothing to do with accepting Health 1265. Director Boland indicated this is a tool to manage the Health Risk Assessment (HRA) program and anything that goes along with that program.

Ald. Moore supports spending up to \$16,000 to manage the HRA program. This request is not specifically for the 1265 points program which can be looked at and tweaked down the road.

A motion to spend up to \$16,000 to contract with myInertia to manage the HRA program was made by Ald. Moore and seconded by Ald. Sladek. Motion carried unanimously.

7. Request to approve the health insurance premium contributions per the attached schedule for general municipal employees participating in the City's health insurance program for calendar years 2017, 2018 and 2019.

A motion to open the floor to interested parties was made by Ald. DeWane and seconded by Ald. Sladek. Motion carried unanimously.

Mike Micksch, Green Bay, 28-year employee and insurance oversight committee member for 20-25 years. Mr. Micksch supported the HRA program when it was first introduced back in 2009 because there was a promise by the City the scores would never be used against the employees. Now, it will be a penalty based system, regardless of how it's set-up. The HRA score will count either for or against the employee. It may be legal, but the question is whether it's ethical given the promise made in 2009. Secondly, an estimated 400 employees in Police, Fire and Transit would not be subject to these requirements, while the other 600 employees will be. To be fair, all employees should be treated the same. This is causing a lot of dissention in Public Works. With the exception of one person, everyone he talked with is against this. The insurance committee had no part in developing this plan; this plan was given to the committee and asked what their thoughts were. The wellness committee didn't help design this plan either.

Ald. Moore asked Mr. Micksch if he felt a program could be worked out with input from the committee and Human Resources along these lines despite the contradiction in 2009. Mr. Micksch feels the point values were assigned arbitrarily and employees should have been engaged in the process from the beginning.

Ald. Steuer asked Mr. Micksch if he had a feel for the number or percentage of employees who had bought into the program. Mr. Micksch stated he spoke with employees after the meeting last Thursday at the West Side Shop and only one person liked it. A number of employees feel using the HRA score is an invasion of their privacy.

Ald. Sladek asked how the members of the committee feel about the concept of having people who take better care of themselves and score higher pay a lower premium while people on the other end of the spectrum pay a higher premium.

Mr. Micksch indicated he has somewhat of an issue with this because numbers never dictate who's going to get sick and who isn't. He believes in trying to incentivize people to get them engaged but feels there may be better ways to go about it. The biggest issue with the program is knocking people for points on their HRA's as some people have health issues beyond their control. Mr. Micksch would understand the program better if it was age diversified since an individual's health is a lot different at 25 than at 55.

Ald. Steuer asked about his thoughts on the volunteer aspect. Mr. Micksch is fine with that aspect.

A motion to return to regular order of business was made by Ald. Moore and seconded by Ald. DeWane. Motion carried unanimously.

Ald. Moore is interested in moving forward and tweaking the program.

Ald. Steuer inquired about the time sensitivity of this program. Director Boland explained the program is set-up to run on a November 1 – October 31 timeframe, but this is the first year, so it would be an abbreviated year. This year anyone who takes their HRA and completes the requirements will pay the same premium level in 2017 they have in the past which is 12.5%. If the employee earns 1265 points, they would pay 11.5%. The difference under this program is for those employees who don't participate in the HRA's, the premium level would go from 15% to 18%.

Director Boland said one option would be to roll the program out and only deal with the premiums for 2017. As long as employees complete their HRA requirements this year their premium level will remain the same in 2017 as it has in the past. Once the program is out, Human Resources could work with the benefit committee to develop the program with some modifications for next year. A number of individuals have expressed a concern about the HRA point level from 600 to 200. This is an area that could be looked at. For next year, an employee who completes the HRA, could pay 12.5% and then decide if they want to try and achieve the 1265.

Ald. DeWane talked with a number of employees and didn't find anyone who is interested in doing this in the fashion presented. His recommendation is to keep it status quo for one year and during that time negotiate with Police, Fire, Transit and all the employee groups. The program as presented isn't fair to all employees.

A motion to keep it status quo for one year and reach out to all the employee groups and negotiate with Police, Fire and Transit was made by Ald. DeWane, and seconded by Ald. Moore for discussion.

Ald. Moore suggested not increasing the premium rates from 15% to 18% for non-participants in 2017 and have myInertia manage the program. The City could then put the program in place and see how it works for a year without penalizing any employees. The incentive would remain in place for employees who reach 1265 points to reduce their premium level to 11.5%. In the meantime, negotiations could begin with Police, Fire and Transit and other employee groups.

Director Boland outlined how the program would look for 2017 under Ald. Moore's suggestion. Points, incentives and PBA dollars would remain as presented, the \$50 incentive for fitness trackers would remain, employees who earn 635 wellness activity points would be eligible for the Amazon gift card, and employees who reach 1265 points would be eligible for the drawing for the Green Bay Packers experience. Premiums for 2017 would be as follows: 1265+ points – 11.5%; 450–1264 points – 12.5%, non-participants – 15% instead of the 18% recommended in the brochure.

The motion on the floor was amended and seconded to approve the health insurance premium contributions for general municipal employees participating in the city's health insurance program for 2017 at 11.5% for employees achieving 1265 points, 12.5% for employees achieving between 450-1264 points and 15% for employees that did not complete the HRA and requirements.

Motion carried unanimously.

8. Report of Routine Personnel Actions for regular employees.

A motion to receive and place on file the report of routine personnel actions was made by Ald. Sladek, seconded by Ald. Moore. Motion carried unanimously.

There being no further business, a motion to adjourn was made by Ald. Sladek and seconded by Ald. Moore at 5:00 p.m. Motion carried unanimously.

Respectfully submitted,
Peggy Barden
Recording Secretary