

PERSONNEL COMMITTEE MINUTES

Monday, November 12, 2012

The Personnel Committee of the City of Manitowoc met in the Second Floor Conference Room, 900 Quay Street, Manitowoc, Wisconsin on November 12, 2012 at 5:00 p.m. Members present were Chair Chris Able, Alderpersons Scott McMeans and Eric Sitkiewitz. Others present were City Attorney Straun Boston, Val Mellon, Debbie Kumbalek, Steve Corbeille, Tony Dick, Scott Moran, Rick Schwarz, HTR Reporter Charlie Mathews, Jane Rhode, Joe Holt from Auxiant and Mike Stollfus from O'Donahue & Associates, Inc. Alderpersons Jill Hennessey and Al Schema were absent.

1. The meeting was called to order at 5:00 p.m. by Chair Chris Able.

Alder Able announced that an audio tape of this meeting will be available to the public on the City's website.

2. Public Input. None.
3. Discussion and possible approval of minutes of previous Personnel Committee meeting. (October 8, 2012). Moved by Alder Sitkiewitz and seconded by Alder McMeans to approve the minutes. That vote being 3-0.

Alders Hennessey and Soeldner appeared at 5:03 p.m.

4. Presentation from the City's insurance consultants (Auxiant and O'Donahue & Associates, Inc.) regarding the status of the City's self-funded health plan for 2012, any recommended changes to the City's health plan and renewal of reinsurance policies for 2013.
5. Discussion and possible recommendation of any modifications to the City's health plan for plan year 2013.
6. Discussion and possible recommendation of renewal of reinsurance for the City's health plan for plan year 2013.

Steve Corbeille introduced Joe Holt from Auxiant and Mike Stollfus from O'Donahue and Associates. Joe Holt distributed a report on the City's self-funded health care plan for 2011 and 2012 to-date. Joe Holt addressed the Committee and gave an overall summary of the current 2012 health care plan and for 2013, including trends of annual premiums, national numbers of plan costs, deductibles, in-network participation, claims cost per enrollee, employee out-of-pocket expenses, coverage analysis, provider reports and discounts, categorized diagnoses and procedures and the wellness plan and screenings.

A Renewal Exhibit for the 2013 plan year was distributed. Joe Holt encouraged and recommended wellness incentivizing for 2013, and further recommended Option 1 for the City of Manitowoc's 2013 renewal health care plan, as detailed in the Renewal Exhibit. Discussion followed to increase the wellness plan to encourage early detection for health conditions.

Joe Holt and Mike Stollfus explained the difference between Options 1 and 2 on the Renewal Exhibit. Committee discussed and questioned the aggregate premiums. Under Focus Health in Manitowoc County both providers are included as preferred providers. The City entered into an MOU with Holy Family Memorial Medical Center. Employees will be incentivized to use the highest quality, lowest cost providers located outside of Manitowoc County, based upon scores that Focus Health product provides. MPU has a different plan design from the City's under Focus Health. Joe Holt explained the lock-in process for rates. Moved by Alder Hennessey and seconded by Alder Sitkiewitz to take the recommendation of Auxiant and go with and approve Option 1 for the 2013 benefit year. That vote being 4-0.

Steve Corbeille addressed the need for the proposed 5% increase in the retirees' insurance rate premiums for 2013. Committee discussed. Moved by Alder McMeans and seconded by Alder Hennessey to approve a 5% increase for retirees' portion of health insurance premiums for 2013. That vote being 4-0.

Gregg Kadow appeared during the above presentation at 5:13 p.m.

7. Schedule next meeting. The next regularly scheduled Personnel Committee meeting will be Wednesday, December 5, 2012 at 5:00 p.m.

Alder Able advised that the ordinance setting the Mayor's salary for the next term will be on next meeting's agenda.

8. Adjourn. It was moved by Alder McMeans and seconded by Alder Hennessey to adjourn the meeting. The meeting adjourned at 5:36 p.m.

Respectfully submitted,

Jane Rhode
Confidential Legal Secretary