

CITY OF ELKHORN
Human Resources
First Floor Conference Room, 9 S. Broad Street, Elkhorn, Wisconsin
April 30, 2012

Chairman Kim DeHaan called the Human Resources Committee meeting to order at 4:00 p.m. followed by Roll Call.

ROLL CALL

Present: Aldermen Kim DeHaan, Gary Payson, Sr., Brian Olson

Also present: City Administrator Sam Tapson, City Clerk Darlene Igl, Fire Chief Rod Smith, Finance Director Mary Hinske, Police Chief Joel Christensen, Electric Utility Operations Manager Tim Leach

HEALTH INSURANCE RENEWAL

Options for modifications to the health insurance benefits were presented for discussion. It was stated that the City has a self-funded program and that costs are claims driven. Two options were considered which included increased deductibles, increased prescription drug co-pays, increased co-pays and increased co-insurance requirements. It was discussed that changes cannot be made effective for union personnel until January 1, 2013. While non-union employees could be moved to a revised plan at renewal (July 1, 2012) it was suggested that this not be considered. The two options reviewed offered estimated savings of \$44,471 and \$59,329 as compared to actual 2011 activity under the current plan. The Committee asked that the health coverage option for part-time employees be eliminated. The Committee favored Option 2 and agreed to a January 1 implementation date for all covered employees.

ELECTRIC UTILITY DIRECTOR VACANCY

A revised position description for the position of Electric Utility Director was provided for review. The revisions place a greater emphasis on the business management aspects of the position.

FUTURE DISCUSSION ITEMS

Information related to several discussion items had been provided for review. These items which include a revised personnel manual, salary/wage schedule, performance review system and compensation plan will be discussed in detail at future meetings.

ADJOURN

Motion (Payson/Olson) to adjourn at 5:10 p.m.

Darlene R. Igl
City Clerk