

CITY OF ELKHORN
Human Resources Committee Minutes
Council Chambers, 311 Seymour Ct., Elkhorn, Wisconsin

May 16, 2024

The Human Resources Committee meeting was called to order at 3:30 p.m. by Alderperson McClory followed by Roll Call.

Roll Call

Present: Alderpersons Scott McClory, Ron Dunwiddie and Gary Payson Jr.

Also present: Administrator Adam Swann, City Clerk Lacey Reynolds, Human Resources Generalist Kacey Keogh, Police Chief Joel Christensen, Director of Public Works Matthew Lindstrom, Utility Field Office Coordinator Dawn Gall, Finance Director Corrie Daly and other interested persons.

Discussion and possible decision regarding employee health insurance plan for 2024-2025 plan year. Administrator Swann informed the committee the stop loss carrier quote came in and the numbers are better than expected. Swann explained the City budgets off the expected plan costs not the potential maximum plan costs. Swann noted this because it is affecting the solvency of the fund and there is no guarantee claims will not exceed the amount budgeted. HR Generalist Keogh explained the timeline is tight and any updates need to be approved by next week. Keogh recapped the decisions made at the last HR meeting on May 1st and asked if the committee wanted to change brokers, maintain what the committee discussed at the last meeting, retaining the current plan schedule or looking at the alternate and an opt out incentive. Swann added changing brokers would be in the best interest of the City. Alderperson Payson Jr. asked to move forward with changing brokers, keeping the current plan schedule, implementing a 1% cost share, keeping the \$500 HRA and increasing the FSA to \$3,200. Alderperson McClory recommended not moving forward with an opt out option at this time. *Motion (Dunwiddie/Payson Jr.) to change the broker, add a 1% cost share for employees, retain the current plan schedule and not offer an opt out incentive. Voice vote, all approved, motion carried.*

Adjournment

Motion (Dunwiddie/Payson Jr.) to adjourn at 3:47 p.m. Voice vote, all approved, motion carried.

Lacey L. Reynolds
City Clerk