

PROCEEDINGS OF THE BROWN COUNTY EXECUTIVE COMMITTEE

Pursuant to Section 18.94 Wis. Stats., a regular meeting of the **Brown County Executive Committee** was held on Monday, January 12, 2015 in Room 200 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

Present: Chair Lund, Supervisor Moynihan, Supervisor Erickson, Supervisor Van Dyck, Supervisor Evans
Excused: Supervisor Fewell
Also Present: Chad Weininger, Troy Streckenbach, Jeff Oudeans, Dan Process, Nancy Fennema, Paul Fontecchio, Supervisor Kaster, August Neverman, Supervisor Landwehr

I. **Call Meeting to Order:**

The meeting was called to order by Chair Tom Lund at 5:30 p.m.

II. **Approve/modify agenda:**

Motion made by Supervisor Moynihan, seconded by Supervisor Evans to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

III. **Approve/modify Minutes of December 8, 2014.**

Motion made by Supervisor Erickson, seconded by Supervisor Van Dyck to approve. Vote taken.
MOTION CARRIED UNANIMOUSLY

Comments from the Public. None.

Vacant Budgeted Positions (Request to Fill)

1. **Airport – Buildings & Grounds Maintenance Worker - Vacated – 12/26/14.**
2. **Human Resources – Organizational Development Coordinator - Vacated – 1/9/15.**
3. **Human Services – Clinical Social Worker - Vacated – 1/2/15.**
4. **Human Services – Social Worker/Case Manager (Child Protection) - Vacated – 6/2/14.**
5. **Port & Resource Recovery – Clerk Typist II - Vacated 1/5/15.**
6. **Public Works Facility Mgmt. – Facility Worker - Vacated – 1/5/15.**
7. **Public Works Facility Mgmt. – Facility Worker (0.5 FTE) - Vacated – TBD.**
8. **Public Works Highway – Highway Laborer - Vacated – 1/2/15.**
9. **Technology Services – Network Support Specialist - Vacated – 10/31/14.**
10. **UW Extension – 4-H Program Assistant (.2 FTE) - Vacated – 12/31/14.**
- 10a. **Golf Course – Golf Course Mechanic – Vacated 6/28/13.**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to suspend the rules and take Items 1 – 10a together. Vote taken. Ayes: Lund, Moynihan, Erickson, Van Dyck, Evans Nays: Buckley. MOTION CARRIED 5 to 1.

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to approve Items 1 – 10a. Vote taken. Ayes: Lund, Moynihan, Erickson, Van Dyck, Evans Nays: Buckley. MOTION CARRIED 5 to 1.

Communications

11. **Communication from Supervisor De Wane re: To create an ordinance for employee wage and benefits be sent to the Administration and Executive Committee in resolution format providing**

**budget fiscal impact as well as employee financial impact no later than the July Meeting.
*December Motion: Hold for one month.***

**Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to hold for one month.
Vote taken. MOTION CARRIED UNANIMOUSLY**

12. **Communication from Supervisor Kaster re: Form a resolution that ends health insurance coverage for county retirees and for current county employees at the time of retirement. *December Motion: To refer to staff and bring back at January meeting.***

Interim HR Director Chad Weininger reported on this communication. He indicated that in order to accomplish this, an ordinance would have to be introduced to change Chapter 4, Section 4.70, Insurance. Weininger continued that at this time there are 82 retirees receiving benefits. Of these 82 retirees, 14 are on family plans and 68 are on single plans. The payments for the retirees are about 160% which means that their premiums do not cover the cost of claims. Non-retired employees are at 92% and when you put the numbers together for the retired employees and the non-retired employees, the County is trending good at 94%. Weininger stated that in theory if the retirees were removed, the premiums for the non-retired employees may be able to be lowered or funds may be able to be used to fund part of the HRA. Weininger continued that there is a contract with the sups and the non-sups so an ordinance would have to carve them out and then the question of fairness would arise. He asked the Committee to give the retirees a year to transition if they intend to move forward with this. Weininger stated that more research would have to be done, but he felt that it may be possible for retirees to find a decent rate on the exchange for the same coverage. He would like to have some time to look into this before a decision is made.

Lund felt it would not be appropriate to drop retirees right now since it is a new year and the insurance has already been contracted for. Weininger agreed and stated that the premiums are set on the entirety and he asked Human Resources about this but he thinks that dropping this before next year would be very problematic. He explained that the open enrollment period has ended, however, dropping the retirees from the program would be considered a qualifying event and this would allow them to go to the exchange to get insurance. In the event the Committee and the Board wish to move forward with this, Weininger would like time to work with the retirees so they can make the transition as smooth as possible.

Supervisor Kaster stated that his intention would be to have this start in 2016 and he also intended to grandfather anyone on the insurance currently to continue on until they reach the age of 65. Kaster noted that for every dollar that is taken in there is a 2% administration fee, but he felt that the people working now are supporting the retirees. Eventually all of the retirees would be weaned off the program as they reach the age of 65. Kaster indicated that he would also be agreeable to stopping before the age of 65 as he felt that there would be policies available on the exchange. Lund stated he would like to see the program dropped sooner if individuals are able to get an equivalent or better deal on the exchange. He does not want to drop them and not have an alternative for the retirees, but if it would work out good for the retirees to go to the exchange, it would also work out good for the taxpayers and the current employees. Kaster agreed with this and noted that for every \$1 that is taken in, about \$1.60 is being paid out.

Supervisor Erickson stated he agreed with Kaster and Weininger on this and felt that if a new ordinance is written, it should state that future contracts will not include this so it does not become a negotiating tool. He did not think it was fair for some people to be able to get the benefit and others not be eligible.

Supervisor Buckley asked Weininger how this would affect taxes for employees who use their sick time and vacation time to pay for their insurance. Weininger stated that for sick leave, for the

regular employee, that stops, except for the contracted employees. He stated that for contracted employees this would have to be bargained out which would be more costly. Weininger said they also talked about paying people out for the sick leave at the rate of 62¢ on the dollar as this would save quite a bit of money over the long term. Buckley felt there were many tax consequences that would have to be looked at and Weininger stated that he will look into these issues further.

Supervisor Van Dyck asked Buckley what his concerns were and Buckley responded that he knows that the contracted employees will have questions on this. Buckley stated at this time they are able to use some of the sick days and vacation time to pay for insurance premiums. He stated if they cannot use these funds for insurance premiums they would have to be cashed out and this would have to be looked at. Van Dyck stated that under COBRA an employee can take 18 months no matter what the County decides to do.

Van Dyck asked what the total premium for a single policy is and Weininger stated that it was \$6,232.44 and the family premium is \$16,585.08. Van Dyck would like to see a roll out of where people are at from an age bracket standpoint. It might be helpful to know of the people that are currently on the program, how many will be rolling off each year. He felt if the majority will be done in three years, it may not be prudent to extend it out further for a few cases. Kaster stated he just brought this up to get the ball rolling. He also wanted to make it clear that the retirees pay the entire premium plus administration costs, but it is still not cost effective.

Lund stated that Weininger made a good point in that if we look at the exchange and it is cheaper for the retirees to go on the exchange, we should give them the tools that they need, and even if they are grandfathered, we should give them the option to go on the exchange instead. Once a retiree is off the County program, they cannot come back on and this may transition more of them. Kaster stated that if employees can use their sick pay for insurance premiums they may tend to want to stay on the program. Weininger stated that this would not be an issue for non-represented employees which is the largest chunk of employees.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to refer to staff and bring back at the next meeting. Vote taken. MOTION CARRIED UNANIMOUSLY

Legal Bills

13. **Review and Possible Action on Legal Bills to be paid.**

Motion made by Supervisor Moynihan, seconded by Supervisor Erickson to pay. Vote taken. MOTION CARRIED UNANIMOUSLY

Reports

14. **County Executive Report.**

No report, no action taken.

15. **Internal Auditor Report.**

a) **Discussion and possible action on the Final Internal Audit Report – Purchasing Function for Public Works Highway Department. *December Motion: To hold for one month.***

Internal Auditor Dan Process stated that he included a report summary in the agenda packet rather than the full report at the request of the Committee. This summary identifies the issues and recommendations as well as the responses he received. The initial response was received June 30 and it was updated on October 6 and again on November 25. Lund asked if everyone was in agreement with the recommendations. Process stated that the report also shows the follow-up that he performed and he noted that all of the recommendations are considered closed with the

exception of the purchasing policy. Process continued that he did meet with the Highway Department and the approach is to start out with the purchasing policy as a template and try to utilize it and incorporate it in the Highway Department, adjusting it to their specific needs. Process will follow up on this on March 31 to be sure that progress is being made on this and information will be provided to the Committee at the April meeting.

Motion made by Supervisor Erickson to approve with the exception of the open issue of the purchasing method. No second; no action taken.

Process wished to make it clear that nothing in the report itself has changed. Buckley asked Paul Fontecchio of the Highway Department if he had any questions. Fontecchio responded that he has spoken with Process on this and knows what they need to do. Process also commented that he has received feedback from the Purchasing Department that the actions taken by the Highway Department have addressed some of the issues and the areas where concerns existed are much cleaner now.

Motion made by Supervisor Erickson, seconded by Supervisor Moynihan to approve report. Vote taken. MOTION CARRIED UNANIMOUSLY

b) Board of Supervisors Budget Status Report for November, 2014.

Motion made by Supervisor Moynihan, seconded by Supervisor Evans to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

c) Quarterly Status Update – October 1 – December 31, 2014.

Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file. Vote taken. MOTION CARRIED UNANIMOUSLY

16. Human Resources Report.

Chad Weininger reported the following department head openings:

-Human Resources – Weininger is currently acting as interim HR Director and they are on the fast track to hiring a new director. He is hopeful to have a decision made by the end of the week.

-Health Department – Judy Friederichs will be retiring after many years and the goal is to have someone in place to replace her by the time she leaves.

-Human Services – Nancy Fennema is the interim Human Services Director and interviews will be held shortly for a replacement for Jeremy Kral.

-Medical Examiner’s Office - Al Klimek has retired and Jeff Jansen is currently acting in his place. HR is holding this position until further direction from the Board; however, Weininger noted that they did put out a request for a pool of applicants with a forensics pathology background but did not receive any applicants who met the requirements.

-Highway Commissioner – Paul Van Noie is out for 30 days and Paul Fontecchio is acting on his behalf during that time.

-Lynn Vanden Langenberg has also left the County and this means that the class and comp study will probably be extended a little longer. Weininger will be working on this project on the HR team and will try to bring a timeline back to the Committee.

Weininger concluded that the County is now offering the Wisconsin Deferred Comp plan to employees and they are also working on a Fast Care type clinic which Supervisor Erickson introduced quite a while ago as this would benefit both the employees and the taxpayers.

Weininger concluded that they have four union contracts that have to be negotiated and he will keep the Committee updated on these.

**Motion made by Supervisor Erickson, seconded by Supervisor Buckley to receive and place on file.
Vote taken. MOTION CARRIED UNANIMOUSLY**

Other

17. **Such other matters as authorized by law. None.**

18. **Adjourn.**

**Motion made by Supervisor Moynihan, seconded by Supervisor Buckley to adjourn at 6:01 p.m.
Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Therese Giannunzio
Recording Secretary