

Buffalo County Minutes

Committee/Board: Human Resources Committee
Date of Meeting: Thursday, September 8, 2016
Electronic and Hard Copy Filing Date: Thursday, September 08, 2016

Mr. Larry Grisen called the meeting to order at 11:00 a.m.

Board Members Present: Mr. Larry Grisen, Ms. Mary Anne McMillan Urell, Mr. Donald Hillert, Mr. Michael Taylor, and Ms. Nettie Rosenow.

Others Present for All or Parts of the Meeting: Ms. Sonya Hansen, Ms. Roxann Halverson, Sheriff Mike Schmidtknecht, Mr. Davie Meier and Mr. Richard Huber.

Review/Discussion/Action regarding previous meeting minutes: Ms. McMillan Urell made a motion to approve the previous meeting minutes, seconded by Mr. Taylor. Carried.

Public Comments Regarding Posted Agenda Items: None.

Review/Discussion/Action regarding Health Insurance: Ms. Hansen started the conference call with Ms. Kim Hurtz to discuss health insurance options. Ms. Hurtz projects a 15% premium increase with our loss ratio. She believes with some changes to our network that increase could be brought down to 10%. In 2015 Buffalo County saw a 108% loss and so far in 2016 there is a 119% loss. There are other options that could be looked at to reduce the premium increase, such as, changes in deductibles, change in co-pays and prescriptions. Ms. Hurtz will put together some options and have them ready the end of next week.

Review/Discussion/Action regarding Highway Department Wage Scales: Mr. Meier and Mr. Huber joined the meeting. Mr. Meier inquired if the classes the employees are in would change as most of them are in a Class 5 now. Ms. Hansen explained that employees will remain in their classes and their wages are set in the scale as close to what they currently make without any wage reduction. There was a question of the placement of a foreman that was placed back into the union. That position will be reviewed. Ms. Hansen reviewed how step increases are granted based on job performance and are not guaranteed each year.

Review/Discussion/Action regarding the Employee Handbook Revisions: Language changes need to be looked at with the Communications/Corrections Officer changing to a 12-hour shift. Funeral leave is another item that will need to be looked at. Holiday pay language needs to be looked at. Time off for Communication/Corrections Officers should look at being changed to the PTO system. The section on nepotism needs to have "Grandchild" added.

Review/Discussion/Action regarding 2017 Budget Discussion &

Recommendations: The cost of step increases were discussed (\$76,430). A discussion was held changing the contribution percentage of health insurance versus a wage increase. A wage increase of .25% was discussed. The cost to Buffalo County for a family plan is \$16,405 per employee and for a single plan \$7,515 per employee. The employee contribution for a family plan is \$5,469 and a single plan is \$2,505. The overall budget is showing a \$505,000 shortfall and this does not include the health insurance premium increase or wage increases. Mr. Hillert made a motion to present a 5% health insurance premium increase and the requested step increases to the Finance Committee, seconded by Ms. McMillan Urell. Ms. Rosenow voting no. Carried.

Review/Discussion/Action regarding Next Meeting Date and Time: A special meeting to discuss the changes to health insurance will be September 21st at 12:30 p.m. The regular meeting will be October 13th at 1:00 p.m.

Public Comments Not Regarding Posted Agenda Items: Ms. Hansen informed the Committee that the TAD Grant has been approved. There will be a meeting on September 19th to discuss what happens next. Ms. Krista Dewitt and Ms. Amy Reggin have resigned. There will be an Economic Development Committee meeting on September 22nd at 10:00 a.m. There will also be a Community Development Block Grant public hearing on the 22nd.

Adjournment: Mr. Hillert made a motion to adjourn at 1:30 p.m., seconded by Ms. McMillan Urell. Carried.