



Meeting Minutes

Administration & Finance Committee

Aldersperson Kevin Haass, Chair

Aldersperson Martin J. Weigel, Vice-Chair

Alderspersons: Michael J. Czaplewski, Michael P. May, Daniel J. Roadt

Monday, January 9, 2017

6:02 PM

City Hall Room 128

REGULAR MEETING (draft minutes)

A. CALL TO ORDER

Chair Haass called the meeting to order at 6:02 p.m.

B. ROLL CALL

Present 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

Others Attending

Alderspersons Lajsic, Reinke; Frank Kopecky and Traci Lican, Willis Towers Watson; Angela Allen and Jerry Braatz, UW-Extension; Civil Service Commission Members Mary Cay Freiberg, Diane Kucharski, Walter Zehm; Jerry Kucharski; Tim Fletcher; Scott Post, City Attorney; Rebecca Grill, City Administrator; Peggy Steeno, Finance Director; Ed Lisinski, BINS Director; Audrey Key, HR Director; Mike Koszalka, Library Director; Sally Nusslock, Health Commissioner; John Stibal, Director of Development; Jim Jandovitz, IT Director; Sheryl Kuhary, Assistant City Attorney; Jane Barwick, Principal HR Analyst; Lynn Jopek and Mary Yusefzadeh, HR Dept.; Joel Meier, Fire Fighters Union; Jeanette Wardinski, Recording Secretary.

C. APPROVAL OF MINUTES

- 1. [2017-0013](#) Minutes (draft) December 12, 2016, December 20, 2016, and January 3, 2017.

Ald. May commented that the December 20, 2016 minutes should reflect that he was excused from the meeting. Staff confirmed this correction would be made.

A motion was made by Ald. Weigel, seconded by Ald. Roadt, that this matter was Approved as amended. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

D. NEW AND PREVIOUS MATTERS

- 1. [R-2017-0001](#) Resolution establishing health and dental insurance funding levels for the plan year March 1, 2017 through February 28, 2018.

Sponsors: Administration & Finance Committee

Chair Haass introduced this matter and noted that Ms. Grill and Ms. Moen were present for this discussion. Ms. Grill explained that Ms. Moen would provide a PowerPoint presentation on the 2017 Plan Year recommendations for dental and health insurance and questions will be addressed after the presentation. Ms. Moen then spent considerable time with the presentation, reviewing details and providing comments/explanation of information presented. Highlights included:

** **Dental Insurance** plan offerings remain the same for 2017, which include Care Plus and Standard dental plans. Care Plus premium reflects a 5% increase which is basically offset by a 4.1% premium decrease in the Standard plan. There are no significant changes to dental insurance.*

** **Health Insurance** is a \$14.5 million annual budget cost to the City, and 2017 premiums required no increase in the 2017 budget. The network change from March of 2016 continues to provide financial benefit and flexibility, and projected claims savings have been realized and exceeded. Moving to the Anthem platform has been a significant adjustment for both members and Anthem. HR spends a significant amount of time helping employees navigate the new system. "Well Priority" will eventually replace "Blue Priority" but still refers to the same network - it is basically a rebranding but also a new approach to care and member experience.*

Ms. Moen then reviewed active employee coverage, which reflects the same 10% premium share for employees. No plan design changes are proposed for In Network coverage and Out of Network reduced deductibles are recommended. She also explained the benefit structure for the Pre-65 retiree groups (retired before 2013 and retired after 2013). Next, other options for plan design were prepared by Willis, which basically reflect different deductible amounts. These do not have an enormous impact on the budget and because we didn't need this budget help for 2017, will hold for future consideration.

Ms. Moen then addressed the Affordable Care Act (ACA) implications and the City's Cadillac Tax Exposure, which we are projected to start paying in 2020. However, because we don't know where health care reform is going, the tax is uncertain at this time. She also explained what it means for the City to be self-insured, or its own health insurance company, and the many ways we can try to manage claims expenses through plan design. Finally, she commented on our Planning for the Future and plans in 2017 to engage a broader group in the health insurance discussion.

Ald. Haass commented that the Pre-65 After 2013 changes appear fair but asked why the increase is so high for the Before 2013 group. Ms. Moen explained that this group pays 100% of premium rate increases and she spent some time explaining how this Pre-65 retiree group is handled. Further discussion ensued. Ald. Haass then asked if there are particular decision points the Committee needs to make this evening, and Ms. Grill responded that the Committee needs to decide if it wants to approve the staff recommended rates as presented. The Committee indicated it was in agreement with staff recommendation and the following motion was made.

A motion was made by Ald. May, seconded by Ald. Weigel, that this matter was Recommended For Adoption. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

2. [R-2017-0002](#) Resolution relative to acquiring Health Insurance Stop Loss from Symetra for the March 1, 2017 to February 28, 2018 Plan Year for an amount not to exceed \$623,282.04 annually.

Sponsors: Administration & Finance Committee

Ald. Haass introduced this matter. Ms. Grill explained that we annually obtain this insurance to protect the City from catastrophic claims. Symetra provides the most cost effective coverage, which caps our exposure per person at \$275,000. Ms. Moen said Willis puts renewal of this insurance coverage out to bid every year. Mr. Kopecky of

Willis explained how rates have recently increased, and Ms. Moen offered further information on how this insurance works and our experience.

A motion was made by Ald. Weigel, seconded by Ald. Czaplewski, that this matter was Recommended For Adoption. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

3. [R-2017-0003](#) Resolution adopting the 2017-2021 City of West Allis Strategic Plan.

Sponsors: Administration & Finance Committee

Ald. Haass introduced this matter, and Angela Allen and Jerry Braatz of UW-Extension, Co-Facilitators of the process, appeared before the Committee for this presentation. Ms. Grill passed out copies of their two handouts. Ms. Allen referred to the first handout on the Process Overview, which outlined the process participants, the ABCs of Strategic Planning, and the Process Overview and Timeline. This strategic planning was a four phase process, concluding with this presentation and formal approval for plan implementation and management. Mr. Braatz then referred to the second handout, a City Fact Book which contains demographic analysis that demonstrates several key strengths and opportunities. The Fact Book data also compared the City to peer cities matching population size and socioeconomic demographics. He described the key strengths and opportunities, including our diverse business environment, labor force/market facts, our younger population, the growing racial and ethnic diverse community, especially reflected in the schools, our reasonable median home price, and declining violent crime trend in past several years. Ms. Allen next reviewed the City's SOAR (Strengths, Opportunities, Aspirations, Results) analysis and results and how this was used to determine the strategic goals and priorities which the City should organizationally focus on. She then referred to the five citywide strategic goals of Image/Brand/Destination, Quality of Life, Citizen Engagement, Economic Vitality and Sustainability, and Excellence in Government. In conclusion, she commented on the future opportunities for collaboration and engagement in the process.

Tonight is a major step in adopting the plan and plan implementation, and Ms. Grill discussed the plan implementation process. She referred to the final draft of the Five Year Strategic Plan and noted pages 19-20 address how the five strategic goals will be implemented. She explained that strategic actions for each goal are outlined and will be led by the Lead Dept. listed. These teams will be responsible for putting together a plan for accomplishing/achieving the goals. The process provides for twice a year progress reporting.

Ald. Haass questioned whether approval is required this evening or if this should be held. Ms. Grill advised that no action should be taken tonight, and that if anyone has input or corrections for the report, to provide her that information before next Tuesday's Council meeting. Updates will be included in the final copy presented for formal adoption at that time.

In conclusion and on behalf of the Committee, Ald. Haass thanked Ms. Allen and Mr. Braatz for all their work throughout this long process.

This matter was Held

4. [O-2017-0001](#)

An Ordinance to repeal and recreate Section 2.76 of the City of West Allis Revised Municipal Code relating to Wages, Hours, and Conditions of Employment and Abolishing the Civil Service Commission.

Sponsors: Administration & Finance Committee

Ald. Haass asked Ald. Lajsic to appear before the Committee on this matter. Ald. Lajsic explained he is the one that asked for this matter to be introduced. He said the Civil Service Commission (CSC) and its members do a great job; however, they do redundant tasks and do not do anything for our hiring process. Promotions come to the CSC and they approve them; they rely on staff's recommendation and as far as he knows, none have ever been denied. He questions why we are putting them through that. It is a waste of staff and the Committee's time. Additionally, he thinks our exams are outdated and he questions when they have been updated. With the continual technology changes and related changes in jobs, the tests should be changing all the time too. Rather than relying on test results, he thinks we should be looking at applicants' resumes and their experience and abilities. Again, he believes the whole exam process is a waste of staff time. The only thing that he sees as a real function of the CSC is the grievance procedure, and that can be done by third party arbitrators. As far as he is aware, we are the only city in the state that has a Civil Service Commission; even the State has eliminated it. Mr. Post clarified that he is aware that other cities use the CSC for grievances; however, he is unaware of how many commissions exit. Ald. Lajsic said we appreciate all the Committee has done, but it has outlived its usefulness. Ald. Haass asked about the arbitrator process and thought someone like another city attorney could hear our grievances. City Attorney Scott Post said yes we can use outside arbitrators. He also emphasized that there is a whole lot of work that needs to go into this, like new policies, etc., and this is just a beginning. Ald. Lajsic said he did not expect that the matter would be acted on this evening; he is looking for the Committee's feeling on whether we should look at this and enact something down the road. Ald. May agreed that we should hold this item and act on everything in one process.

Ald. Reinke commented that she didn't know anything about this until she started hearing from CSC members about it. She knows the Committee members are very dedicated and do a fine job, so she was concerned that nothing was communicated to them about this. She was not in favor of the change until she learned that our employees would be protected, and she said she can support it as long as that is the case. She feels that when a committee is being disbanded, we owe them the courtesy of explaining why and the reasoning for it. Ald. Haass asked for any further comments. There being none, he asked if there was a Committee consensus to proceed, and that was given. Ald. Weigel suggested that a letter be prepared to send to the Civil Service Commission about the reasons for the change.

Chair Haass said this matter will be held pending future staff reporting on the process for implementing the changes.

This matter was Held

5. [2014-0578](#) Citizen Group's Strategic Plan for the City of West Allis.

A motion was made by Ald. May, seconded by Ald. Roadt, that this matter was Recommended to be Placed on File. The motion carried by the following vote:

Aye: 5 - Ald. Haass, Ald. Weigel, Ald. Czaplewski, Ald. May, and Ald. Roadt

No: 0

E. ADJOURNMENT

A motion was made by Ald. Czaplewski, seconded by Ald. Roadt, that the meeting be adjourned at 7:15 p.m. The motion passed unanimously.