



Meeting Minutes

Administration & Finance Committee

*Aldersperson Vincent Vitale, Chair*

*Aldersperson Kevin Haass, Vice-Chair*

*Alderspersons: Thomas G. Lajsic, Michael P. May, Cathleen M. Probst*

Tuesday, November 3, 2015

6:00 PM

Room 128

SPECIAL MEETING (draft minutes)

A. CALL TO ORDER

*Chair Vitale called the meeting to order at 6:00 p.m.*

B. ROLL CALL

**Present** 5 - Ald. Vitale, Ald. Haass, Ald. Lajsic, Ald. May, and Ald. Probst

**Others Attending**

*Ald. Czaplewski; Rebecca N. Grill, City Administrator; Mark Wyss, Finance Director/Comptroller/City Treasurer; Kris Moen, Finance Supervisor; Jane Barwick, Principal HR Analyst; Jeanette Wardinski, Administrative Assistant; Other Staff, City Employees, West Allis Retiree's Association Members, and Guests.*

C. NEW AND PREVIOUS MATTERS

1. [2015-0740](#) Communication from City Administrator regarding proposed health insurance plan changes as included in the 2016 City of West Allis Mayor's Recommended Budget.

*Ald. Vitale introduced this item and asked Ms. Grill to update the Committee on this topic. Ms. Grill reported that answers have been prepared for the questions that were submitted at the Committee's special meeting last week. They will be available to employees on the Intranet and will be emailed out to others as appropriate, including the Retiree's Association. Ald. May said he has read through all this information, and he feels there is still a lot of confusion between the suggested networks. Ms. Moen explained that we are discussing two separate plans: (1) a narrow network of providers, and (2) a high deductible plan (HDP) with a \$6,000 maximum out of pocket expense. She said a person would not want to be out of network in either plan because of higher costs. Ald. May also commented on a live interaction feature with a person's health provider, and staff responded this would have to be discussed with Willis, our health insurance consultant. Ald. Vitale offered comments related to a recent health insurance information session he attended and that a lot of changes are going on with health insurance, and that there is a way to work with providers on some of the large care issues (like lung or kidney transplants, for example). He talked about the reality of the City as an employer and the services we provide to our citizens, and that we are doing our best to manage our city with the goal to maintain services in a fiscally responsible manner. We need the leadership and management to maintain the city for our citizens not just for today but for the future.*

*Ald. May asked about the past contracts and how many retirees are affected and how*

that impacts this situation. A suggestion was made about picking up the costs of certain health items that may not be covered going forward. We need to know what the differences are before we can make a decision about what we can or cannot do for the retirees. Ms. Moen said we are waiting for an opinion on this from the City Attorney. Mr. Wyss also suggested that perhaps if we do not have the information we need to make a decision, that we hold for a year until we can get everything we need. Ms. Barwick then spent some time explaining the difficulties getting information from Medicare and Humana related to retirees. Further discussion ensued about coverage/benefits, etc. as they pertain to retirees. Ald. May wondered where the money will come from for the budget shortfall if we don't make the health insurance changes, and Mr. Wyss reminded the Committee that an information sheet was shared at last week's meeting with suggested options to reduce costs. He said we do have options; our backs are not against the wall by any respect.

Ald. May again noted that there is confusion about the plans and in-network and out-of-network costs. Staff explained that if your doctor is not in the narrow network to then search the HDP network. Ms. Grill explained that based on Willis' research, approximately 79% of employees' doctors are in the preferred network (this plan has the \$300 family deductible limit), and 96% of all employees are in one of the two plan options (includes HDP plan with \$3,000 family deductible, up to \$6,000 in costs, and then with 80/20 coverage). There is a much smaller number of employees that are not in either plan who could potentially have a \$30,000 cost exposure. Ms. Barwick then commented on the drugs/prescription aspects of the plans and that every health system has a different drug plan. This is another big piece of the whole health insurance discussion. She emphasized that if a person chooses the HDP, a person needs to know what the cost of drugs are because they will not be the same as the narrow network. The cost of drugs are a killer, especially speciality drugs.

No further questions or comments were offered by Committee members, and Ald. Vitale said this matter will be discussed again at the Committee's regular meeting on November 9.

## 2. [2015-0735](#)

2016 City of West Allis Mayor's Recommended Budget.

Ms. Grill said this item was placed on the agenda to give the Committee the opportunity to discuss anything related to the budget if so desired. The Committee indicated it wanted to wait until its regular meeting for an indepth discussion on the budget. Ald. Lajsic said he wants additional information on the "zombie" position and whether there is enough work to keep a person busy before he will consider this recommendation. Ms. Grill said this and other information on previous questions will be ready for the November 9 meeting. Mr. Wyss mentioned that the ERP came in slightly lower than anticipated at .7% not .76%, which means a \$21,000 reduction is needed to cover this shortfall. He also commented that the inflationary figure also came in lower at .3%. Lastly, Ald. Lajsic said he wants staff to be ready with recommendations at next Monday's meeting if we need to address the retiree portion. No further discussion on the budget at this time.

## D. ADJOURNMENT

A motion was made by Ald. Haass, seconded by Ald. Lajsic, that the meeting be adjourned at 6:32 p.m. The motion carried unanimously.