

PERSONNEL COMMITTEE MINUTES
MONDAY, NOVEMBER 1, 2021- 4:00 P.M.
CITY HALL, COUNCIL CHAMBERS

Members: Chairperson Rich Hedlund, John Halverson, Ken Howell, Cindy Flower, and Shari Straube

Chairperson Hedlund called the meeting to order at 4:00 p.m.

Roll Call

Present: Hedlund, Halverson, Howell, Flower and Straube

Absent: None

Comments from the public limited to 5 minutes, limited to items on this agenda

None

Discussion/Recommendation concerning 2022 Employee Health Insurance Program

Matt Chadwick from Cottingham and Butler gave the committee a presentation regarding the City Employee Health Plan. He noted that the City's current health insurance provider has offered a renewal with an increase of 12.9% for 2022. He explained that this increase is due primarily to claims. Chadwick further explained the City's difference card would be available for renewal as well. There were several companies contacted for a quote, but that two of the five failed to turn in a proposal and that the others offered plans that would be 20%-30% higher than the current carrier.

Motion by Howell to maintain the City Health Insurance with WPS, second by Flower. Motion carried 5-0.

Discussion/Recommendation regarding Employee Health Insurance premium contribution

Committee discussion noted that the current employee contribution is 7% and the consensus was that it remains. Motion by Howell to set the employee contribution for health insurance premium at 7%, second by Flower. Motion carried 5-0.

Discussion/Recommendation regarding selection of "McGrath Human Resources Group" to undertake City's proposed Wage and Compensation Study

Motion by Hedlund to approve, second by Halverson. No discussion. Motion carried 5-0.

Discussion/Recommendation regarding implementation of four percent (4%) cost of living wage increase for all non-represented City employees effective January 1, 2022

Motion by Howell to approve, second by Straube. No discussion. Motion carried 5-0.

Discussion/Recommendation regarding City Employee full-time and part-time wage scales for 2022

Committee discussion included leaving the wage scales the same for 2022. No action taken.

Discussion/Recommendation concerning the proposed Riviera Janitor job description

Motion by Howell to continue, second by Halverson. No discussion. Motion carried 5-0.

Discussion/Recommendation regarding updated job description for City Administrator to include ADA Compliance

Motion by Howell to approve, second by Halverson. No discussion. Motion carried 5-0.

Future Agenda Items

-Annual Evaluations of the City Administrator, Building & Zoning Administrator, City Clerk, Finance Director, Harbormaster, Parking Manager, and Public Works Director

Adjourn

Motion by Howell to adjourn, second by Halverson. Motion carried 5-0. The meeting adjourned at 5:06 p.m.