



Finance/Personnel Committee

Regular Meeting

335 South Broadway
De Pere, WI 54115
<http://www.de-pere.org>

Minutes

Tuesday, October 8, 2019

7:30 PM

De Pere City Hall Council Chambers

1. Call to Order. Mayor Walsh called the regular meeting of the Finance/Personnel Committee to order at 7:30 PM on Tuesday, October 8, 2019, at the De Pere City Hall Council Chambers, 335 South Broadway Street, De Pere, Wisconsin 54115.

Attendee Name	Title	Status	Arrived
Scott Crevier	Alderman	Present	
Ryan Jennings	Alderman	Present	
Amy Chandik Kundinger	Alderman	Present	
Casey Nelson	Alderman	Present	
Michael J. Walsh	Mayor	Present	

Also Present: City Administrator Lawrence Delo, Assistant Fire Chief Richard Annen, City Attorney Judith Schmidt-Lehman, Human Resources Director Shannon Metzler, Finance Director-Treasurer Joe Zegers, Police Chief Derek Beiderwieden and members of the public.

2. Approval of the Minutes of the September 10, 2019 Regular Meeting of the Finance/Personnel Committee.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderman
SECONDER:	Amy Chandik Kundinger, Alderman
AYES:	Crevier, Jennings, Kundinger, Nelson, Walsh

3. Public Comment Period and other announcements.

No announcements were made. Mayor Walsh offered the audience the opportunity to speak on any item not on the Agenda; no one came forward.

4. Fire Department Overtime and LifeQuest Services Billing Reports for September, 2019.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Scott Crevier, Alderman
AYES:	Crevier, Jennings, Kundinger, Nelson, Walsh

5. Approval of the September 2019 Police Overtime.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Scott Crevier, Alderman
SECONDER:	Casey Nelson, Alderman
AYES:	Crevier, Jennings, Kundinger, Nelson, Walsh

6. Consideration and Possible Action to Accept Brown County Crime Prevention Funding Board Grant to Police Department.*

In response to Alderman Crevier, Police Chief Beiderwieden indicated that while the Fire Department has thermal imaging capabilities, the Police Department currently does not.

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Scott Crevier, Alderperson
AYES:	Crevier, Jennings, Kunding, Nelson, Walsh

7. Consideration of 2020 Benefit Renewal and Plan Design Changes.*

In response to Alderperson Nelson, Human Resources Director Metzler explained that the proposed changes move the City's plan more in line with industry standard, and this is the last set of changes that move the plan 99% in line with industry standard and how the plan pays. The only exception is that the City allows 60 days to add a newborn to the plan. The proposed change to the plan language on abortion is more of a national standard as compared to the State of Wisconsin, no history was located to determine why the City's plan pays the way it currently does, and language is compared against industry standard in both private and public sector plans. Ald. Nelson expressed his concern that small changes over time that cut benefits may affect the City's ability to recruit, and if the plan is in a good financial shape, cutting coverage doesn't seem necessary. HR Director Metzler added the plan design covers item such as deductible amounts, out of pocket max and coinsurance versus matching industry standard, which is for the plan language for the level of benefits. In response to Ald. Nelson, HR Director Metzler explained that the CRS Benchmark will have little impact on the plan, as less than 1% of City's members go out of network, but this will allow UMR to negotiate with providers outside of the plan for a discounted rate.

Mayor Walsh asked whether the limitation of 60 maximum home health care visits would ultimately cost the plan more due to a member being admitted to a nursing home or assisted living facility, and HR Director Metzler explained the City doesn't provide long term care coverage, nor does the industry standard; however, City's plan does provide coverage for assisted living temporarily for rehab for 60 days or in a skilled nursing facility. The current plan language for home health care provides for 60 visits per calendar year, with additional visits allowed for medical necessity; a visit is defined as care for up to 4 hours per day, and the industry standard has 60 visit limit cap. If an individual requires 24-hour care, they would likely be sent to a skilled nursing facility.

Alderperson Chandik Kunding asked if there is a way to determine what percentage of the plan is changing versus what is staying the same, to which HR Director Metzler advised that her best estimate is less than 1% of decisions are made to match industry standard. In further questioning, HR Director Metzler confirmed that current language changes regarding abortion would not compromise the care of the mother or the child after delivery in situations of lethal or significant abnormalities. The plan would no longer cover an abortion procedure if a mother chose to end the pregnancy under those circumstances. Alderperson Jennings asked whether the proposals to align with industry standard are due to cost savings, to which HR Director Metzler explained they are suggested for best practices in the insurance industry to maintain a standard. In further questioning, HR Director Metzler confirmed that it is possible for someone to still be employed with the City following the 60 home health care visits. Ald. Jennings further expressed his concern that both proposed language changes on abortion and home health care visits could potentially cost the City more than simply leaving the current language unchanged.

Ald. Jennings made a Motion to Amend this item to retain the current plan language regarding abortions, seconded Ald. Nelson. Upon further discussion, Alderperson Crevier indicated that he supported the direction of the language change, for the value of the life, no matter how conceived. Upon vote, Motion carried by a 4-1 vote, with Ald. Crevier voting nay.

Upon further discussion on the Motion as Amended, Ald. Jennings made a Motion to further Amend this item to retain current plan language on home health care visits, seconded by Ald. Nelson. Upon further discussion, Ald. Nelson asked whether anyone has exhausted the 60 day maximum, to which HR Director Metzler indicated she is not aware that anyone has exhausted the limit. She added in response to Ald. Jennings' earlier question, that skilled nursing care would be doctor-ordered on medical necessity. Administrator Delo added that in connection with becoming more in line with national industry standards, while the plan cap is currently unlimited, the City, as a self-insured, does have the ability to manipulate the number of visits and could make the max a number greater than 60. Upon vote, Motion carried by a 4-1 vote, with Ald. Crevier voting nay.

Upon further discussion, it was confirmed that the next vote would be on the Motion as Amended, and HR Director Metzler would provide an update to her original proposal with the action of this Committee on the Council Agenda. Adm. Delo added that on Tuesday's Council meeting, this item would go forward as a recommendation from the Finance/Personnel Committee; it is no longer a staff recommendation.

RESULT:	ADOPTED AS AMENDED [UNANIMOUS]
MOVER:	Michael J. Walsh, Mayor
SECONDER:	Ryan Jennings, Alderperson
AYES:	Crevier, Jennings, Kundinger, Nelson, Walsh

8. Consideration of Recommended Changes to 2020 Seasonal Wage Schedule.*

RESULT:	ADOPTED [UNANIMOUS]
MOVER:	Casey Nelson, Alderperson
SECONDER:	Ryan Jennings, Alderperson
AYES:	Crevier, Jennings, Kundinger, Nelson, Walsh

9. Review and possible action on City of De Pere Investments and Cash Detail for August 31, 2019.

Finance Director-Treasurer Zegers pointed out an error on page 37 of the packet for the "LGIP" column; the amount is noted the same for July and August. He will have the August amount corrected, and further advised the Committee that both the Associated and Schwab investments are performing well as compared to the 2019 budget.

Upon further discussion, Alderperson Nelson expressed his appreciation of the monthly reports to keep informed on changes. In response to Alderperson Nelson's question on rebalancing, Finance Director-Treasurer Zegers advised that Schwab has a plan in place to stagger investments on a 12-, 18-, and 24-month ladder to keep investments stable and Associated has a similar investment flow strategy.

The Mayor then acknowledged two UWGB Accounting students observing the meeting in the audience.

RESULT: DISCUSSED

10. Future agenda items.

None.

11. Discussion and Review of Participation in Opioid Litigation.*

Mayor Walsh made a motion to go into closed session at 8:04 PM, seconded by Alderperson Crevier. Upon roll call vote, motion carried unanimously.

Mayor Walsh made a motion to return to regular order at 8:14 PM, seconded by Alderperson Nelson. Upon roll call vote, motion carried unanimously.

RESULT: NO ACTION

12. Adjournment.

Upon Motion of Mayor Walsh, seconded by Alderperson Chandik Kunding, the Finance/Personnel Committee unanimously adjourned at 8:15 PM.

Respectfully submitted,
Angela Zills