

It is expected that a Quorum of the Administration Committee, Board of Public Works, and Common Council will be attending this meeting: (although it is not expected that any official action of any of those bodies will be taken)

**CITY OF MENASHA  
PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
November 21, 2011  
7:00 PM  
Or immediately following Board of Public Works  
AGENDA**

A. CALL TO ORDER

B. ROLL CALL/EXCUSED ABSENCES

C. MINUTES TO APPROVE

1. [Personnel Committee, 11/7/11](#)
2. [Special Personnel Committee, 11/9/11, 11/14/11](#)

D. ACTION ITEMS

1. Motion to Adjourn into Closed Session pursuant to Wis. Stats. §19.85(1)(e)&(g): Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session; Conferring with legal counsel for the governmental body who is rendering oral or written advice concerning strategy to be adopted by the body with respect to litigation in which it is or is likely to become involved (Police Local 603).

E. ADJOURNMENT

"Menasha is committed to its diverse population. Our Non-English speaking population and those with disabilities are invited to contact the Menasha City Clerk at 967-3603 24-hours in advance of the meeting for the City to arrange special accommodations."

CITY OF MENASHA  
PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
November 7, 2011  
MINUTES

A. CALL TO ORDER

Meeting called to order by Chairman Englebert at 9:00 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Aldermen Sevenich, Langdon, Krueger, Zelinski, Englebert, Benner, Klein, Taylor, Mayor Merkes

ALSO PRESENT: CA/HRD Captain, PC Styka, FC Auxier, C/T Stoffel, HR Spec Taubel, Clerk Galeazzi

C. MINUTES TO APPROVE

1. [Personnel Committee, 10/17/11](#)

Moved by Ald. Krueger, seconded by Ald. Zelinski to approve minutes.

Motion carried on voice vote.

D. ACTION ITEMS

1. [Health Insurance Policy and/or Renewal.](#)

CA/HRD Captain explained the health insurance premiums through Network Health Plan for employees has increase for 2012. The 2012 budget keeps the City's contribution toward employee health insurance premiums at the 2011 level.

HR Specialist Taubel explained the different plans offered to employees.

General discussion ensued on the health insurance options available; how this increase affects the 2012 budget; employee input.

Committee members needed more time to review the information presented so it was decided to hold a Special Personnel Committee on Nov. 9.

E. ADJOURNMENT

Moved by Ald. Sevenich, seconded by Ald. Benner to adjourn at 10:05 p.m.

Motion carried on voice vote.

Respectfully submitted by Deborah A. Galeazzi, WCMC, City Clerk

CITY OF MENASHA  
SPECIAL PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
November 9, 2011  
MINUTES

A. CALL TO ORDER

Meeting called to order by Chairman Englebert at 9:00 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Aldermen Langdon, Krueger, Zelinski, Englebert, Benner, Klein, Taylor, Sevenich, Mayor Merkes

ALSO PRESENT: CA/HRD Captain, HR Spec Taubel, Clerk Galeazzi

C. ACTION ITEMS

1. Health Insurance Policy and/or Renewal.

CA/HRD Captain and HR Specialist Taubel explained majority of employees would opt for a higher deductible health insurance plan.

General discussion ensued on the different options. The discussion was opened to hear from employees present at the meeting.

Dorothy Dworshok, Public Works Facility. Ask that a decision be made soon to allow employees to look at other options.

Tim Jacobson, Public Works Facility. Concerns of employees paying more for benefits; put savings from insurance premiums toward benefits to employees in the future.

Loretta Kjemhus, Health Dept. Her choice is to go with higher deductible; use savings from insurance premiums to benefit employees.

General discussion ensued on budget cuts; benefits of creating a Wellness Program.

Moved by Ald. Krueger, seconded by Ald. Sevenich to hold.

Item is held.

D. ADJOURNMENT

Moved by Ald. Sevenich, seconded by Ald. Langdon to adjourn at 9:46 p.m.

Motion carried on voice vote.

Respectfully submitted by Deborah A. Galeazzi, WCMC, City Clerk

CITY OF MENASHA  
SPECIAL PERSONNEL COMMITTEE  
Third Floor Council Chambers  
140 Main Street, Menasha  
November 14, 2011  
MINUTES

A. CALL TO ORDER

Meeting called to order by Chairman Englebert at 7:01 p.m.

B. ROLL CALL/EXCUSED ABSENCES

PRESENT: Aldermen Sevenich, Langdon, Krueger, Englebert, Benner, Mayor Merkes

EXCUSED: Aldermen Taylor, Klein, Zelinski

ALSO PRESENT: CA/HRD Captain, C/T Stoffel, LD Lenz, Deputy Clerk Sewall

C. ACTION ITEMS

1. Health Insurance Policy and/or Renewal.

Discussion regarding financial possibility of keeping insurance the way it currently is.

Moved by Mayor Merkes, seconded by Ald. Langdon to recommend offering the WRS contributing employees the Network Health Consumer Driven HMO plan with a deductible of \$1500 individual/\$3000 family for 2012 with the city paying 100% of the premium contribution with the employee paying the deductible and the city implementing a wellness program.

Motion carried on roll call 6-0.

Moved by Ald. Krueger, seconded by Ald. Langdon to recommend offering the non-WRS contributing employees the Network Health Consumer Driven HMO plan with a deductible of \$2000 individual/\$4000 family for 2012 with the employee paying either the negotiated premium or 6% if the employee is non-represented and the employee paying the deductible.

Motion carried on roll call 5-1 (Mayor Merkes-no).

Moved by Ald. Sevenich, seconded by Mayor Merkes to recommend grandfathering the Point of Service participants to maintain the POS 2 plan as long as they pay the annual premium contribution difference to the policy. If less than 3 employees participate this option will not be available and they will have to go under the proposed high deductible plan.

Motion carried on roll call 6-0.

D. ADJOURNMENT

Moved by Ald. Krueger seconded by Ald. Sevenich to adjourn at 7:40 p.m.

Motion carried on voice vote.