

FINANCE AND PERSONNEL COMMITTEE MEETING MINUTES SEPTEMBER 6, 2022

The meeting was called to order by Mayor Mike McDermott. Present at roll call were: Mayor McDermott, Dave Roelli, Steve Pickett and Ray Spellman. Absent: None. Also present were: Cindy Corley, Joe Boll, Jason King, Amy Johnson and Phil Risseeuw.

Motion by Pickett second by Spellman that the meeting notice and agenda were properly posted. Motion carried. Motion by Pickett second by Roelli to approve the minutes of the previous meeting. Motion carried.

Under unfinished business, discussion was held concerning a proposed change in the City's health insurance plan from Traditional HMO-Standard PPO without Dental to Traditional HMO-Standard PPO with Dental. Discussion items included the following:

- The cost estimate spreadsheet presented at the previous committee meeting was again reviewed and discussed. There was still some concern voiced on how the cost estimates were calculated.
- The state health plan with dental and vision and supplemental option is being requested by employees. This option will increase coverages for dental and vision expenses closer to current costs.
- The City's health plan options have not been reviewed or updated since 2002.
- Mayor McDermott again stated he feels the City needs to offer good benefits to retain employees and attract applicants when several City employees retire over the next year or so.
- The health plan change needs to be considered at the September 20, 2022 Council meeting and submitted to the Department of Employee Trust Funds before October 1, 2022.

After discussion and consideration, motion by McDermott second by Spellman to recommend to the Council the change in the City's health insurance plan to Traditional HMO-Standard PPO with Dental and Vision and Supplemental option. By Voice Vote: All Ayes. Motion carried.

The next agenda item, proposed addition of employee supplemental plans for dental and vision was combined with the previous agenda item. Erin Gallagher arrived at 6:40 PM.

Discussion was then held concerning an update to the City's Personnel Policy. Discussion items included the following:

- A medical exam should be required for new employees.
- If an employee is fired for cause, there should be no payment of accrued vacation and sick time. Motion by Pickett second by Roelli to add this statement to the personnel policy.

Aaron Stauffacher and Brian Lund arrived at the meeting at 6:50 PM.

- The increase in payout of sick leave at termination or retirement was discussed further. The idea to increase the payout percentage based on length of service was discussed. Motion by McDermott second by Spellman to payout 50% of accrued sick leave after 10 years of service, and 100% of sick leave after 20 years of service. Motion carried.
- Incremental use of sick leave and vacation time was discussed. The one-hour increment vs. the one-half hour increment options were discussed. Motion by Spellman second by Roelli to change the increment for use of sick leave and vacation time to one-half hour. Motion carried.
- Yearly employee evaluations were then discussed. Motion by Spellman second by Pickett to include yearly employee evaluations in the personnel policy based on the wording the in the League document. Motion carried.
- The proposed Personnel Policy document will be updated and presented again at a future meeting of this committee.

There being no further business for this meeting, motion by Roelli second by Pickett to adjourn the meeting at 6:59 PM. Motion carried.

CITY OF DARLINGTON

Philip A. Risseeuw, Clerk-Treasurer