

# COLUMBIA COUNTY

Board of Supervisors

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## Columbia County Human Resources Committee Minutes Special Meeting – Wednesday, September 28, 2016

Committee Members Present: Bruce Rashke, Adam Field, Matt Rohrbeck, Barry Pufahl, Dan Drew,  
Also in Attendance: Joseph Ruf, Vern Gove, Mary Cupery, Darrel Kuhl, Mark Zimmerman, Jodi Burmania,  
Breanna Hellenbrand-M3, Lyn Jerde-PDR

The meeting was called to order by Chairman Bruce Rashke at 4:08 PM and was certified to be in compliance with the Wisconsin Open Meetings Law.

### **SHERIFF – Court Services Officer 3**

Chief Deputy Darrel Kuhl presented a request to increase the compensation and hours of the Court Services 3 Officers (CSO3). Armed Court Security personnel are required to be certified by Wisconsin DOJ Training and Standards Board. The request is twofold - to increase the wage from \$16.00 to \$18.00 per hour and to add an additional 1200 staff hours. Discussion.

- Motion by Pufahl to add an additional 1200 hours (increasing staff from 4 to 5) in the CSO3 classification, second by Drew. Motion carried.
- Motion by Rohrbeck to increase the wages for the CSO3 from \$16.00 to \$18.00 per hour, second by Drew. Discussion. The request has been approved in the 2017 Budget process by the Public Safety Committee and the Finance Committee. The Finance Committee recommended the request be presented to the HR Committee for review and approval. Motion by Pufahl to amend the motion to increase the CSO3 from \$16.00 to \$17.00 per hour in 2017 and \$17.00 to \$18.00 per hour in 2018, second by Rohrbeck. Motion carried. Only the 2017 approved increase is binding as part of the 2017 budget process.

### **HEALTH INSURANCE**

Breanna Hellenbrand, Account Executive with M3, the County's insurance broker, presented the results of the Request for Proposals (RFP) in an Executive Summary. Interested providers who submitted an RFP included Dean (current provider), Unity, WCA and WEA. Premium rate cap increases were provided for 2018. Dean and Unity included caps for 2019. The caps are binding on the insurance provider, however the County is not bound to renew. Discussion. Unity is an HMO that would require all employees to change their providers to UW system Health Care Physician/Clinic/Hospital. The 3 options that remain would not require a change in providers and include continuing with Dean, change to WCA or WEA.

- Motion by Drew to eliminate Unity because it will require employees to change their primary care providers and move to a new network of Physicians/Clinics/Hospitals, second by Pufahl. Motion carried 4-1 with Rohrbeck opposed. Discussion.
- Motion by Drew to select WCA as the 2017 health insurance carrier providing a \$336,125 in savings with 2018 premium cap of 7.5%, second by Pufahl. Discussion. Pufahl withdrew second. Discussion. Pufahl reinstated his second of the motion. Motion carried 3-2 with Rohrbeck and Field opposed.
- Motion by Pufahl to increase the health insurance premium split between the County and employee from 90/10 to 85/15, second by Drew. Motion carried unanimously.

### **2018 ACROSS THE BOARD (ATB) increase**

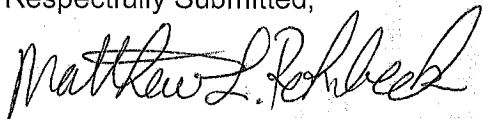
Review of 2017 employee step placement and discussion of an across the board increase to base wages. The average increase between steps is 2.5%. Step progression is based on date of hire. Motion by Pufahl to increase wages 1% in 2017, second by Rohrbeck. Discussion. Motion carried 3 to 2 with Field and Rashke opposed.

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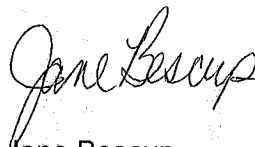
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Motion by Rohrbeck to adjourn the meeting at 6:14 PM, second by Field.

Respectfully Submitted,



Matthew Rohrbeck  
Human Resources Committee Secretary



Jane Bescup  
Recording Secretary