



MINUTES OF THE PERSONNEL COMMITTEE

TUESDAY, SEPTEMBER 8, 2020, 4:30 PM
IMMEDIATELY FOLLOWING FINANCE COMMITTEE
Virtual Meeting. Public may join via Zoom.

A. ZOOM MEETING INFORMATION

I. This item contains documents which provide call in information and instructions for the Zoom Meeting.

B. ROLL CALL.

I. Members: Ald. Bill Galvin, Ald. Barbara Dorff, Ald. Veronica Corpus-Dax, Ald. Brian Johnson

Present: Bill Galvin, Veronica Corpus-Dax, Brian Johnson, Barbara Dorff

Others Present: Ald. Lynn Gerlach, Fire Chief David Litton, Police Chief Andrew Smith, Finance Director Diana Ellenbecker, City Attorney Vanessa Chavez, Interim Community Development Director Cheryl Renier-Wigg, Police Commander Kevin Warych, Procurement Manager Calvin Winters, Tom Hitchcock of Network Health, Cindy Van Asten of M3 Consulting, Human Resources Director Joseph Faulds, Human Resources Manager Melanie Falk and others.

C. APPROVAL OF THE AGENDA.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve the agenda.

Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

D. APPROVAL OF MINUTES.

I. Approval of the minutes from August 4, 2020.

Moved by Ald. Veronica Corpus-Dax, seconded by Ald. Barbara Dorff to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

E. REGULAR BUSINESS.

I. Consideration with possible action on the request to fill the following replacement positions and all subsequent vacancies resulting from internal transfers.

- a. Forestry Worker I - Parks, Recreation & Forestry
- b. Real Estate Specialist - Economic Development

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

2. Request for consideration and approval to award a 3 year contract for crossing guard services to All City Management Services, Inc. the highest scoring proposer of RFP #3262 for the sum of \$1,314,672.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to bring this item to the City Council, without a recommendation, and request that staff provide the following information:

Verification that the crossing guards paid for by the City provide services for schools within the Green Bay City limits

The Shared Services Agreement between the City of Green Bay and the School District for Crossing Guards

Confirm whether an extension on the RFP pricing by All City Management Services will be granted if needed

Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

3. Consideration with possible action Health, Dental, Vision, Life and Disability benefits starting on January 1, 2021.

Moved by Ald. Brian Johnson, seconded by Ald. Veronica Corpus-Dax to approve as recommended by staff. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

4. Consideration with possible action to extend the First Emergency Responder FFCRA leave to November 6, 2020 to coincide with the reimbursement from the Routes to Recovery: Local Government Aid Grants Program.

Moved by Ald. Barbara Dorff, seconded by Ald. Veronica Corpus-Dax to approve. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

F. INFORMATIONAL.

1. Report of routine personnel actions for regular employees.

Moved by Ald. Brian Johnson, seconded by Ald. Barbara Dorff to receive and place on file. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

2. Next meeting date: September 22, 2020

G. ADJOURNMENT.

Moved by Ald. Barbara Dorff, seconded by Ald. Brian Johnson to adjourn. Motion carried.

Yes- Barbara Dorff, Bill Galvin, Veronica Corpus-Dax, Brian Johnson, No- None, Abstain- None

VERBATIM MINUTES

- Green Bay, September 8th at approximately 5:58 PM. We'll start out with the roll call. Alder Corpus-Dax.
- Present.
- Alder Dorff.

- Here.
- Alder Johnson.
- Here.
- And Alder Galvin, speaking, is also here. Looking for approval of the agenda, unless anyone wants to make some changes.
- To approve.
- Second.
- Okay, all those in favor, say aye.
- [Group] Aye.
- That passes unanimously. And has everyone had a chance to look over the minutes, are there any changes that they want made? And if not, I'll look for a motion to approve.
- So motioned.
- Second.
- Right, all those in favor, say aye.
- Aye.
- Aye.
- That passes unanimously. On to regular business. The first one is consideration with possible action and the request to fill the following replacement positions and all subsequent vacancies resulting from the internal transfers of a forestry worker. One from Parks, Recreation, and Energy and real estate specialist on economic development. Does anyone have any questions for staff? If not, I'll entertain a motion.
- Move to approve.
- Second.
- All those in favor, say aye.
- Aye.
- Aye.
- Aye. That passes unanimously. On to number two, request for consideration and approval to award a three year contract for crossing guard services to All City Management Services, Inc., the highest scoring proposer of RFP. Number 3262 for the sum of \$1,314,672. Staff.
- I'd like to go ahead and defer to Commander Warych. He's kind of done the research and the heavy lifting on this, but basically our crossing guard coordinator retired and we thought this was the right time to make a move to privatize that. And for a lot of good reasons, which I think you'll hear.

- All right, Commander Warych.

- Yep, and if I could be made the host so that, oh, there we go. Melanie's on top of it. So this is our proposal that we are presenting to the committee here this evening to really outsource our crossing guard program to a third party vendor. And the reason we're doing that, if you could go to slide two, please, is there's many reasons, but we as a city constantly struggle and work with constantly fill crossing guard vacancies. Like Chief Smith just said, Ken Brodhagen recently retired. And this kind of really sparked the thought on this. And we put this out for RFP and we are proposing that this go to All City Management Services, but we want to tell you why and the purpose behind the police department is because we have, we struggle filling the vacancies. We usually go into a season, well and Green Bay is all virtual right now. But if school is in session in a normal year, we would be going into the school year, probably four or five crossing guards short. That's just because people are not applying. People are out in the community, just doing their thing. And we have to backfill that with community service officers or police officers is at the last resort. Also that takes a considerable amount of time because one, we're always short and there is a high turnover from year to year of crossing guards that want to do that in the inner, throughout the city at the intersections. We're also looking as a department of how we can save money for the city and really have a cost savings, which we'll get to here in a minute. But the workers' comp claims that we've experienced. And you'll see on this slide, that last year was \$90,000 in 2019. We don't want to, we don't want that occur in 2020 and average year and a 10 year, tenured dollars. So when we're looking at the benefits for the city, the crossing guard administrator had recently retired. So we're saving him. He's about 15 to 20 hours a week and you'll see that momentarily. The amount of time, and I think that's where we're going to save our most amount of money as a city, is the amount of staff time, whether it's within the police department, trying to find vacancy or filling those vacancies, having human resources really be proactive and trying to find crossing guards, do the application process and really vet those people for the city. Now we have a high turnover rate and that is, that plays into the formula here. And the reason why we want to outsource that, that is because our third party vendor, our proposal of who won the bid could be taking over those duties, which then will free up some of our time internally and human resources, time to fill those vacancies, which usually takes about six to eight weeks to fill. Melanie, am I missing anything from the human resources side?

- [Melanie] No other than I just want to piggyback on that, that turnover rate of 16%, that's relatively high, you know, your industry standard for entry level positions. You want to keep that at 10% or lower, and there is a cost, you know, to administratively, to fill vacancies, but also to perpetually recruit and train new crossing guards, you know, to the tune of about a thousand to \$2,000 for each vacancy that you have.

- It costs us a thousand to \$2,000 to fill every vacancy?

- [Melanie] No, that's taking into account the hourly wage rate for the folks that are on the interview panel, the advertising costs, the time to train them, to orientate them. You know, you've got a lieutenant that's assigned part time to this, as well as the crossing guard administrator. So the industry standards will say it's in that ballpark of a thousand to 2000 to fill a vacancy every time it occurs for an entry level position.

- All right, thank you.

- As mentioned before, Ken Brodhagen recently retired and has really graciously offered to help us keep this going in the interim. Our goal throughout this proposal here is to start January 1st. Now, if school goes back into session with kids in the classroom tomorrow or next week, we have a plan in place where we temporarily have people here within the PD that are going to facilitate that program, communicate with the crossing guards, make sure that those intersections are filled, but what, and Ken Brodhagen is training up the temporary replacement, Melanie, in our crime prevention office to ensure that if school goes back into session, we have a plan to keep these kids safe. And as we go forward, you know, with Ken retiring, this is kind of what sparked all this, is you know, we're saving the city 13,436, \$38 right off the bat. Now it's going to come up over \$80,000 over the three year period, which we'll talk about in a minute, but it's just one avenue for the city to

save money, for the police department to save this annually over the next couple years. So when you look at the wage benefit comparison of the successful bid of, to the Green Bay, to the city of Green Bay, you know, you look at pay. And everybody and the crossing guards, they provide a valuable service and by awarding this to the vendor, they immediately get a pay raise. And that's a benefit to them. The things that they won't get with All City Services or excuse me, All City Management Services, is the paid personal days that we as a city had, we had given the crossing guards over time. Whereas the vendor has chosen not to do that. Also as well as the clothing allotment that the vendor has, will provide that, where we provide \$50 for that allotment come January for full time crossing guards. So there are some benefits, there are some different things between services and the city of Green Bay, but for the most part, it comes down to pay and time off. When we put this out to bid, we put this out to all different, excuse me, we put this out to bid, we got four different bids and these are kind of where we are on the services that they provide. Kind of piggybacking off of what I said on the previous side of what the benefits are and what the city of Green Bay and these vendors provide to us. So if we could go, excuse me, go on to the next slide. So if we're looking at costs, and I'll defer to Melanie here in a moment is the city Green Bay in the first year, annually pays \$457,000. And with the contracted All City Management Services, we're paying \$430,000. And then the other vendors are below that, which are more expensive than the original, lowest bidder of All City Management Services. So when you calculate that over three years, you're looking at a potential \$85,000 savings by going to All City Management Services, the number goes down with the other vendors or in the, in that last case, it goes up \$103,000, but we're constantly looking at ways to be more efficient as a city, more efficient as the department, more dedicated to where our staff time should be dedicated to, and really trying to alleviate some of the problems we've seen over the last couple of years, while most importantly not disrupting anybody's, like the crossing guard administrator's job by eliminating it because he's currently retired. So in closing, it is the city's proposal or the police department's proposal to really propose that we think that awarding the bid to All City Management Services will help the city efficiently, help them financially, and really kind of help staff time, reallocate their time where it'd be tied up trying to find crossing guards in the future. So I'll stand for questions or Melanie or Joe, if they have anything to add. I do appreciate your time this evening.

- Could we have the full screen of the zoom screen back?

- [Melanie] Yep. There we go.

- Does any more, does the staff have any more comments to make on this? Okay. If not, I see Alder Johnson, but I, I just have a quick question for Commander Warych. I've got one school in my district, which has been very trying with the amount of complaints from parents about traffic, lack of traffic enforcement, danger to children. I think there's maybe one crossing guard assigned to that school. The school has provided a teacher or staff to try and work at another crossing because the city would not fund a position there. I know there's many other schools, parochial and public, and I've gotten complaints from parents on a number that are near my district. And my question to you, Commander Warych, is what guarantees do we have, that this company, which is going to pay people a couple pennies more an hour, but provide a lot less in the way of benefits, how are they going to hire people and guarantee people are going to be on those corners every day, no matter what the weather is, that we can't and what are we going to do if they don't provide a crossing guard? And I mean, I'll tell you, I'm very concerned about one day, one time. There isn't a crossing guard at one corner in any of these schools in this city.

- To answer your question, you know, the way that we propose this to the vendor is they have to be at the designated locations that were in the RFP. And if they're not at those designated locations they said, then they're not abiding by their contract. And I think we've got bigger issues there.

- We're going to have big issues. And who's going to get to that corner in time for those children to be across safely, if that happens?

- Well, my understanding is that they've reassured us that they will staff those corners.

- Okay.

- And Commander Warych, please, correct me if I'm wrong here. If we have to fill the crossing guard position with our own staff, they then reimburse us for that time. Is that also an option for us?

- [Melanie] That is correct, Joe.

- Okay.

- Alder Galvin, sorry, to piggyback to make your question even further, the city would train the teachers? They will allow the teachers to come in for free training because we couldn't afford enough crossing guards. So will this company also be willing to train teachers to take those, over those positions that we can't afford to cover with crossing guards? And was that discussed?

- Yes, that was discussed. When we had presented this to Chris Collar at the Green Bay Area School District, he had that same question and we were advised and that we were told that they would train the people, the teachers, so that they could be the additional crossing guards. And we'll ensure that that does happen because you're right. There is not, there's more intersections than crossing guards. And we had that problem at present day.

- Thank you.

- All right, Alder Johnson. I'm sorry if I kind of went on too long there.

- Thank you, Alder Gavin. Commander Warych or Chief Smith, either one, for someone maybe who hasn't been around as long as others. Could you give me a little bit of a history lesson on how the city came into ownership of the responsibility for this particular service.

- I actually could give you that history from the school district, but go right ahead, guys. You weren't around, but I was. Who would you like to answer, Alder Johnson?

- Yeah.

- How about all of you? I would love to hear that perspective of, and I would love to hear your expertise, Alder Dorff, from the school district. Let me start with police though, if I could.

- Oh, with police. Okay, go ahead police.

- Sure, so the way that this was explained, and this predates me and my position, is when the school resource officer contract was negotiated with the school district, the school district agreed to finance 100% of those SROs time. And with that hundred percent reimbursement of the SRO's time, it was, there was an agreement with the city that we would take on the crossing guards for the schools. And that's kind of where it derived from many years ago. And with this proposal, we're still paying for the crossing guard. It's a third party to administer it, Alder, Chief, did I miss anything?

- You did pretty good, but it was, it was pretty testy back in the day. It was pretty controversial, but that's it, that's how it ended up.

- Alder Dorff, how long ago was that?

- Gosh, it was during my tenure. So, I was 12 years at the district. You know, this is my sixth year retirement, so 18 years. And it was when a new superintendent came in. Dr. Greg Moss. So, and he came in about eight years now, seven years, six years.

- And that's okay, I mean--

- About 14 years maybe.

- And I apologize, Commander Warych, you mentioned what the, what the tradeoff was, what was, what was the other item? I didn't quite catch that, we paid for the guards, they paid for--

- The school resource officers.

- Okay, got it. And how much currently does the school districts pay or reimburse us for those school resource officers? Do we know that?

- I would say it's probably just over a million dollars because there's 11 officers in the schools, give or take, you know, this, hundred thousand dollars with fringe. It's probably 1.1, 1.2, but I would defer to Joe and Melanie on that.

- And that's okay, it doesn't have to be exact. So when this agreement was first struck, I mean, I assume this was just a handshake agreement. Is there a memorandum of understanding or any?

- No, there is definitely in writing. It was in writing.

- Okay, and so when it was put in writing and initially launched, was it meant to be like a dollar for dollar exchange or is it just a service for service?

- It was gonna cost the school district far more to employ the SROs than the crossing guard. So the city got the better deal.

- Okay.

- I like that.

- I mean, and I don't mind the idea of that, the privatization, but then the reason I'm bringing it up of course, is I think any time you've got a \$1.5 million expense on your plate, I think it makes sense for all of us to understand how we got here. So when we look at schools that are outside of the city limits, you know, and I think we've got a couple, are we also paying for crossing guards in those places?

- I would have to look at the RFP to, because the RFPs got the intersections in it. Maybe Joe and Melanie know the answer to that question, but we are providing the same intersections that we provided last year, in the years prior, would be the same going forward with this proposal.

- And sir, not all schools outside of the city, but are still part of the district, have a crossing guards or they don't have a need for crossing guards at some of the more tucked away schools.

- I would have to say, Brian, there's a school district in a school in Allouez that's part of the Green Bay School District. The people I've seen there, it doesn't look like they're wearing the outfits that our department provides. So I'm suspecting that they may not be part of the PDs program, but we should probably look into that--

- I think it's something worth looking at. And I understand we have this agreement with the school district and I do appreciate that, you know, but I hope we can also understand the optics of the city of Green Bay paying for crossing guards in Allouez or Bellevue. I mean, it would be nice to have some, some neutral inter-governmental participation on that if in fact that is the case,

- And that should be relatively easy answer to find out. I can find that out tomorrow based on the intersections that were documented in the RFP and what we've done in the past and who staffs what intersection. So I can follow up and get that to you.
- Thank you. That's all I've got.
- Does anyone else have any questions for staff by this? Staff, do you have any follow up comments?
- No, but we did, you know, when we look at other, this is not new to police departments, other police departments also outsource their crossing guards to a third party vendor. And we use Appleton. We compare ourselves a lot to the city of Appleton who also works with All City Management Services as well.
- Okay. So they're obviously, they've been with them for a while. They must be happy with what the service is.
- I would hope so. I mean, I haven't heard any concerns. And at this point, no news is good news.
- All right. So staff, what are we looking for? A motion here?
- Can I interject?
- I'm sorry, Alder Johnson.
- Thank you. Commander, you said that you were looking to have this be a January 1st start date.
- Yes.
- Okay, recognizing that, and also recognizing that it's September 8th, I would actually like to make a motion that we hold this until the next meeting with the request that staff bring back to that next meeting, any schools that are outside of the city of Green Bay and the listing of those. And I'd also like to see that agreement that we have with the school district.
- [Calvin] I'd like to note, this is Calvin from the purchasing office. When we wrote this RFP back in July, we said how long vendors are supposed to hold their pricing for us. I think if we hold this until the next meeting, which is we get an actual personnel meeting, the vendor is not required to hold this price anymore. Not saying they won't, but it's not a requirement at that point, because they will be outside of the timeframe that we require them to hold the pricing.
- Can I ask you a quick question, Calvin, why are we getting this so late?
- [Calvin] This is something that the purchasing department conducted it. And then once we get the results back, it goes to the department, the requesting department to analyze results and make the decision to make the recommendation to council or the committee.
- And Alder Galvin, I can jump in on that as well. There were. For some time. And we talked over at the HR department. We also wanted to make sure that we talked it over with Mayor Genrich and you know, Mayor Genrich reviewed it and wanted us to get more information for him. And that's what I think kind of set us back a little bit, but I mean, it was just a timing issue with the information getting to Mayor Genrich and also information getting to the school district to make sure that they're aware that we're going to go outside with this as well. And that they're on board that we are doing this.
- [Melanie] Right, and Director Faulds, we also wanted to notify as many of the crossing guards that we could.

- Okay, Alder Johnson.

- Okay, I appreciate that explanation. But I think at the end of the day, we're the body that has to make the decision. So, and we're the ones being given the shortest window to make the decision. So if there's one recommendation I would make, it's that somehow we find a way to get this information to us. So that way, if we do need to hold or gather more information that we have the ability to do that. Now that said, like, I certainly don't want to put the city in a bad position. If, if we, you know, if, if there's the potential to term out this quote for Commander Warych, do you think that you can gather that information? Have that be part of the September 15th council packet?

- Yes, I mean, the intersections are already defined. I think that's the easy, the agreement that you referenced. I'm going to have to do some archiving and contact the school district on that. I've never seen that. I've only been told that that's the way it was negotiated and maybe Alder Dorff could guide me and show me where I can find that.

- I could probably help you contact the correct person to find it. I know that there's like there's Wequiock, there's Wequiock, McAuliffe, Webster, and Langlade.

- Yeah.

- Are those just, I think those are the four, if I'm not missing one, I mean, Wequiock doesn't have crossing guards, so it would be, Webster does. Langlade does. I don't know if they're ours. McAuliffe probably does. because there are walkers to McAuliffe. So those three, I don't know though, are they? I, we don't have jurisdictions. I don't know where they come from. Yeah, I don't know, but we have to find, we have to find out. So yes, Kevin, I will text you some names of who you need to ask, okay?

- Sounds great.

- And Kevin, I would recommend if I know Brodhagen, and I know him pretty well, I'd be shocked if he didn't have a copy of that RFP stored somewhere or have access to it.

- Oh yeah, we got that.

- Yeah, no, I agree with you and Ken's pretty squared away. So that's easy. It's the agreement. If agreement was attached to the old RFP back in the day, that's where my question would be.

- All right, and Dr. Faulds, I'm going to have to piggyback in on Alder Johnson. I don't like being painted into a corner and having my back to the wall when it comes to a decision that's going to amount to over a million dollars, spread out over three years. I can certainly understand everything you said about who needed to get involved with this and why, but I think in the future, I'd really appreciate it, and I think the rest of the committee would, if we have this information more ahead of time. So everyone has an ability to respond to it. And so we can make changes if need be.

- I agree. And I apologize for that. Next time we'll make sure you guys have more time.

- Thank you, Alder Corpus-Dax.

- Alder Galvin, is there any way that we can get an extension on this just to buy us an additional two weeks so that it can be vetted a little bit more from the committee? I mean, is that an option?

- Calvin, do you have any thoughts on that?

- [Calvin] I mean, like I said, there's nothing saying that the vendor won't hold their pricing, but there's nothing saying that they have to.

- Right.

- [Calvin] Once we, you know, once it's approved and once they sign a contract, obviously they're locked into that. But if we go past that deadline, typically it's anywhere from 60 days to 128 days, they are no longer required to hold the pricing. So, it's certainly something we could go back to them and ask them. But again, I can't promise that they would.

- And Calvin, what's the, what's the last day we have to know by?

- I, unfortunately, I don't have the RFP in front of me, but I believe we did that then July. So I would think that it went, we went with the standard 90 days where you are looking at losing it if we were getting it after that. So I think, I don't see any reason why the vendor wouldn't hold their pricing, but I just wanted to make sure everybody was aware that it's the possibility that they may not.

- Go ahead, Alder Johnson.

- And Alder Galvin, I would make a motion that we forward this on to city council with no recommendation. And again, ask the staff to identify the schools, which Alder Dorff really just rattled off very quickly, kudos to her. Clearly, she's got some experience there. If we can identify that or bring forward that agreement that was previously mentioned. And the third item is if staff could reach out to the company that bid this out and determine if in fact we can have an extension, if for any reason that council is not comfortable making an approval a week from today, it would just be nice to know that's an option.

- All right. So the recommendation is to forward it to council, but if the company agrees to delay, then to refer it back to the committee, is that? Can we make a motion like that?

- No, no, because what I'm suggesting is if we do this without a recommendation, then in essence, it ensures that council brings it up for discussion and gives us an answer to those things that we need answers to yet.

- Okay, so this could very well be solved at council.

- It could be, yes.

- All right, Director Faulds. You had something.

- Yeah, I was just going to say if for some reason the council did not feel comfortable at our meeting next week, we can always have a special meeting within a week or so if you need more time.

- Okay. Okay. Okay, so the recommendation is to forward to council without a recommendation. All right, I need a motion and a second on that.

- I think Alder Johnson made the motion. I'll second it.

- Second. All those are say, aye.

- Aye.

- Aye.

- Aye. All right, I think that passes unanimously. We'll move on to item number two. Consideration with possible action, health, dental, vision, life, and disability benefits starting on January 1st, 2021. Staff?

- So I'll try not to take up too much time. We do have a couple of people on the call from a network health plan to talk about the family savings plan. Then also Cindy van Asten from M3 who can answer any questions as well. So what I'll start out with is that this year, we did a market analysis with M3. They conducted that for us. They went and they did a market analysis for all their benefits, which was great to, excuse me. Got a little bit of cold. So I'm trying to talk through it. But the market analysis was to sure that we had competitive benefits for our employees, and also make sure that we're looking out for the best interests of the city financially. So this year after we did the market analysis, we did look at our dental insurance. So the top two candidates for that were both Humana. We've been with for some time. And then also dental, excuse me, Delta Dental. We are making the recommendation to go with Delta Dental because it's a funding decrease of about 11%. Whereas Humana would be an increase of about 7%. And then also Delta Dental has a larger in-network provider selection. So we would have a decrease in our funding, but our rates for premiums would stay the same in dental. Then we also have Dental Associates, which is another option for employees, but that will stay the same. For vision, we're getting a high percent decrease for our leads, for our rates that will be locked in for three years. And then with life and disability insurance, we're recommending to move to The Standard. It's a similar plan with additional benefits. And then they have a three year rate, which is going to be, excuse me, a 5% decrease. Then with our health insurance, we had, excuse me, we're recommending to stay with UMR. So that's going to be no plan changes. We're going to continue with the primary care and physical therapy options that we have through Bellin and Prevea which really help perform form will be expected this year. So that was a really good change that we put in place last year. And then it'll be a 0% increase if the family savings plan is adopted. We also, we interviewed Prevea 360 and the plan that they offered. When it comes down to Prevea 360, that does offer the largest cost savings that you'll see on that document. However, it is a narrow network that limits our employees to Prevea 360 providers. So this would mean that if we went with Prevea 360, we would have a 47% disruption with our employees. So that means 47% of employees that do not go to Prevea right now would have to switch to Prevea. So we thought that the disruption was not worth the cost savings. So we also have on the line here, oh, excuse me. Before I get into that, one last thing that the council wanted us to look into was the state health plan rates. We do not have those rates at this time. So what we're recommending is that we stick with UMR as our third party administrator, and that we adopt the family savings plan. But if the fan, excuse me if the state rates come in and, you know, we can look at the rates when they come in and then evaluate them compared to the UMR and family savings plans and determine whether or not we're going to stick with UMR or go to the state plan as well. So we do have Tom Hitchcock on the line from network health plan to talk about the family savings plan. If you could just give us an overview of that for you all, and then you can ask any questions about the benefits that were recommended. I'm not sure if Tom's there right now. I guess at this point, does anyone have any questions for, for the dental, vision, or disability and life insurance before we get into the health insurance portion of it?

- Any questions, anyone? Okay, doesn't look like anyone has any questions. Okay. So Tom's now, are you able to give the committee an overview of the family savings plan?

- He's muted yet.

- Tom looks like you're muted.

- There we go.

- Can you hear me now?

- Yes.

- Yes we can.

- Oh, thank you. Okay. Can you hear me?

- Yes.

- Yep.

- Okay. Did you want me to get started on introducing family savings plan then?

- Yes, please. Okay. As soon as Cindy van Ansen asked me to put together just a few comments about a benefit plan enhancement that we've been talking about and it's primarily a program that's established a benefit for those people that have access to other coverage, other than the city's plan. So the concept is so often, you know, the city of Green Bay has a lot of people to take the coverage because again, whether it's the affordability or the level of benefits, what this benefit plan does is levels of playing field for those people that will take access to the other health plan coverage. So the concept would be, for example, if you've got an employee that selects your coverage today, but has a spouse that's employed and through that spouse's employer, has access to other coverage. What we're proposing is that spouse would then take advantage of that coverage. What they would do is transition coverage from the city of Green Bay's program and take that plan. The benefit to them for doing that would be that spouse would then pick up instead of having health coverage through the city, they would participate in the family savings plan through the city, which provides a pretax reimbursement for all of the deductibles, all the co-payments, and all the coinsurance of that spouse's coverage. Then as a secondary election, that employee, and any dependents that they've got covered could also participate by moving over and transitioning to the spouse's health insurance program, and then would again be eligible for the pretax reimbursement for all of their deductibles, all of their co-payments and other, their co-insurance. So it's a benefit plan enhancement that also is a wonderful risk mitigation tool for the city. This program's a win-win, because what it does again, by providing a reimbursement benefit, the out-of-pocket expense that they would have you're, you're basically paying a variable expense and you're trading it for the total expense that you've got when they participate in the city's health plan. So when we take a look and say for, for projection purposes of the savings estimate that we put together, when we take a look at every, for example, in this case, Joe, if I mind, if I pick on you, if your spouse moves over to her employer's plan right today, you're paying somewhere between seven, six or 6,200 to \$7,000 for single coverage. So you could say, well now by providing deductibles, co-payments, and reimbursement, you're absorbing some of that expense, but your net savings is rather significant for everybody that transitions off the plan. That plan gets even more attractive when you can move, now, instead of just a single coverage, let's say we moved the whole family. The \$17,000 that the city's paying for it in a sense Cobra equivalents for that family coverage, that would be the gross savings and the expense to the city would be any deductibles any co-payments and any coinsurance that you and your family members would incur. Typically, what we're projecting is you're spending about half of the savings that you gain. But what we found when we rolled it out for our own employees, we had projected that we would save about a half a million dollars. What we do is we work backwards from any of the claims that we avoided. So we actually do a report that said of the claims that we would have had under our self-funded plan that we didn't pay, we actually saved close to, I think it was just under \$900,000 and we moved 73 people off our health plan that accommodated that. So every employer is going to be a little bit different, but the intrigue for you as a municipality is again, it's a way to provide in a really intriguing benefit enhancement. Yet at the same standpoint, you'll be able to save a significant amount of money. I was hoping that maybe, I know you had a number of questions that were coming up, that we, we provided some answers to. Would it be helpful? If I went through some questions that we had, or how would you like the format the--

- Well, I guess maybe let's start with, does the committee have any general questions right now? And that might kind of dovetail into the questions.

- Alder Johnson.

- Thank you chair. Just one question for you. Do you have any type of like prevailing data that might suggest, you know, on average in an organization, you know, we might see 10% of its people leave its plan. Do you have

any kind of data like that? Yeah, I think what we've done is we put together a variety of scenarios for the city. And probably our rule of thumb is when we take a look at the numbers of people that have either employee plus spouse coverage, or family coverage, we target about 20% of those that have coverage, or excuse me, that are taking the city's coverage now would be able to have access to other coverage outside of the city. We're not projecting a hundred percent of them because obviously, some of the employees take coverage through the city because there is no other option, but we would also suggest that, you know, for every, every contract that we move off, the economic advantage to the city is about \$8,500, less, so less expensive.

- Director Faulds. I know I'm catching you off guard with this, so I, I get it if you don't have the answer, but do you have any idea how many city employees we have where their spouse might have that additional coverage

- And either Tom or maybe Cindy on the phone? I know I've looked at that number before. Do you have that number in front of you? Otherwise I can get that--

- Yeah, probably at a high, we thought we had about 152 at the, kind of at a high end. So it's a rather sizable number.

- So if we said, if we rounded it to, let's say 150, and if we're looking at 20% on and I understand these are averages, but on average, we could look at potentially 30 people that would make it.

- So no, that was 20% would have been the 152.

- Oh, I see. Okay, thank you.

- Sorry about that.

- Yeah, that's all I needed. Thank you.

- I have a question. What happens, I mean, we can't be the first organization to basically try and get our employees to get off of our insurance and stick it to their spouse's insurance. I'm sure we're not the first ones to think of this. What happens? I mean, it, can a company, could we refuse to allow employees or their spouses to do this?

- Yeah, you know, I think there's a lot of employers that are always looking for opportunities to say, you know, should we look at things differently? You know, but I would say right now that there's a number of, or a variety of different approaches to this, you know, certainly some employers would say, if you have access to other health coverage, you could insert a surcharge. So oftentimes people would say, if you've got access to other coverage and you don't take it, you're going to contribute more so on. In one sense, that's a disincentive. Some employers have said, we're just going to carve you out. If you have other coverage, you have to take it. Now that's even a smaller percentage of the employers out in the marketplace. Because again, unfortunately, you know, so often those things are negatives. We think that this approach is a more positive approach by providing an incentive to, again, encourage people to take advantage of when level of playing field to take access to that other coverage.

- I think so. I think for the employee, this is a pretty nice offer, to be honest. I mean, we have damn good insurance for our city employees. No doubt. But I think this is a huge incentive for those who are blessed enough to have a spouse that has insurance. I just want to make sure somehow this doesn't come back and bite us or bite those employees in the tail end because everyone's health insurance is a huge cost for any organization, private or public. And it's the real thing that everyone struggles with how to maintain that for their employees. So I can't find anything wrong with this proposal. I mean, it makes sense for the city overall. So thank you.

- Well, and I think it not only makes sense for the city, but also for the plan members, when you think about anybody that has more significant healthcare issues, this is a fantastic benefit because you think about what they gain out of this, you know, versus again, having to increase premiums or increase out of pocket, this is a pretty positive benefit program.

- Right, because what is the city for a family, Joe, maybe you might know, or Melanie might know. But if, if an employee did have to hit the maximum for copay and out of pocket expenses, it's close to \$10,000, isn't it?

- Yeah, I'm bringing that right now.

- Yeah. The out of pocket for in-network is 9,000 per family and 4,500 per single.

- And so the city is going to cover this \$9,000 is my understanding. So what's going to happen is the spouse. And it could be employee, spouse, and dependents would be on the spouse's insurance. So we don't so that out of pocket, up to the ACA maximum.

- Right, so of the spouse's was 9,000. We're covering that.

- That's correct.

- Well, you know, and I know people that have a savings account earmarked for that, and that's a lot of money that, you know, potentially they can use for other things they're having to have to sit there. So yeah, this does sound like a good program. Thank you. Any other questions from committee members? Alder Johnson.

- So I'm just trying to do the math on this. And you know, one thing that, that initially when I was looking at these documents, you know, I saw the gee if we went with Prevea right, that's a \$900,000 savings number rounded there. Of course the downside. And I understand that is that you may not get to choose your own doctor now. Okay, so I'm just trying to do the math on this, you know, where we've got \$900,000 potential savings to the taxpayer. However, when I, when I reversed this and I look at the, this new benefit plan in front of us, and if we use averages, let's say 152 people, and it saves \$8,500 that, that shows 1.275 million dollars. So we end up on the right side up, but what I'm trying to figure out, from a math perspective, is there a way for us to calculate roughly what that again, using averages, what the cost to the city might be for the implementation of that benefit?

- So are you saying from the fees and what it, what this expense would cost? Typically what we do is for every employer, we take a look on average. You're probably spending about 50% of the gross savings in deductible reimbursements, co-payments, premium reimbursements, any of the out of pocket expenses that you've had administrative expenses and the like. So usually what we're doing is we're taking a look and saying if the gross savings was \$2 million, you're going to net out a million dollars on this approach.

- Okay, good. So when I'm looking at this, then again, let's just use 1.3 million. We'll round it up. You know, we're only upside down at that point by a couple hundred thousand, which obviously is still a big number. But I think to the point of trying to minimize the disruption to the care that our employees receive, you know, I personally would love to see us try this at least one year, you know, because this is a one year agreement. Is that correct, Director Faulds, is this done every year?

- It's actually, I don't remember it.

- I thought it was three.

- It's a three year program.

- Okay. Either way, even at three years. Right, like I would prefer that we given those numbers, you know, that we try the implementation of this benefit and I would love to monitor the outcome of it. So that way in three years, then when you come back with this, that, you know, we, we've got at least three years track record to make an informed decision about whether or not we would want to narrow our, you know, narrow our plan. Does that make sense?

- Yeah, that makes sense. And one thing I'd just like to add too, is we talked references that use the network health plan and every single reference we talked to, I think it was two or three, Wisconsin municipalities, they said that the educational component and explaining this to employees is by far the toughest part. And then after a few months, when they get used to it, every municipality said, it's working out great. And they've been, I think one was in the first, like six months and they said it was working great for them. So I think the next few months is going to be kind of trying because it's changed. It's difficult. But what we've heard from other municipalities is they've, the city's enjoyed it. And the employees really did once they got used to it.

- Do the, do staff need to commit to participation in that program during the open enrollment period?

- That is correct.

- So you could come to us, let's say in January and be able to give us actual numbers of how many people opted to participate in that program?

- Yeah, it probably will be closer to end of January, but yeah, we would do that.

- I would love to see those numbers and I understand we have to make a commitment to it before then, but I still think in the spirit of monitoring outcomes, it would be good for us to see those numbers.

- And that is something that M3 can help us, in-network health plan can help us monitor the outcomes and the actual cost savings on a month to month basis.

- Yeah. We'll be providing a quarterly reconciliation kind of as a reminder to say, that's our claims avoidance report where you take a look and say, okay, what were the plan participants? What did you spend out? And then what were the claims you will vote actually avoided? So you'll have a quarterly report that I think would be, what we find has been very effective at ways to reinforce the value of the program.

- Okay, any other questions for staff? Comments? I'll entertain a motion.

- I would move that we approve. The 20-21 benefit plan as recommended by staff, actually it'd be 2021 to 23?

- I think just 2021.

- Second.

- All right, all those in favor, say aye.

- Aye.

- Aye.

- Aye. That passes unanimously. On to number four, consideration with possible action to extend the first emergency responder FFCRA leave to November 6th, 2020 to coincide with the reimbursement from the roads to recovery, local government aid grants program. Staff?

- So this is the policy we've approved for police and fire to get the COVID leave based on policy. And we've been getting reimbursed by the Cares Relief for these expenses. So we're asking to extend this through November 6th, which I believe is the last day we can get reimbursed from the Cares Relief.

- And how've we been impacted so far by staff that come in contact or have to be quarantined, or, I mean, I'll be honest with you. I can't remember the last time I've seen a police officer with a face mask on while they're out on the call. So I have a concern if we're having people get infected, that were not necessarily doing everything we can to be safe.

- So I don't have all those numbers in front of me, but I can tell you operationally, it seems like it's been a minimal impact for both police and fire. I think we've been pleasantly surprised the low numbers of COVID for police officers and firefighters. And I know the first reimbursement we got from the state and the feds was about \$84,000 for the police department of expenses. And that was probably since March. And we have not recovered any from the fire department because we haven't submitted that yet, but operationally, we've been surprised on the low numbers of COVID for our police officers and fire fighters.

- All right. Any other committee members have comments or questions for staff on this? Alder Dorff?

- I just think it would make sense to extend it because we would get reimbursed then. So definitely would be in favor of this.

- All right.

- In fact, I'll make a motion unless there's more comments.

- If there's no more comments or concerns, I'll need a second.

- Second.

- I have a second. All those in favor, say aye.

- Aye.

- Aye. And that passes unanimously. On to informational report of routine personal actions for regular employees. Does any committee member have any questions for staff? I will make a comment, Joe, if I'm reading it correctly, it looks like the naturalist and two teachers from the wildlife sanctuary school program have been rehired. Is this the first time we've had all four employees come back?

- I don't know, we'll have to double check on that. It could be, it's going to be close.

- And I guess I would credit, it is. I would credit it with the benefits and the increase in salary that the city along with the school district have managed to make available for those people. So let's, if you can just send me a note, check on that for me, please. I'd appreciate that.

- Yeah, I can do that. I also think I've met the four people out there. They're very passionate about what they do. So I'm glad that they came back and we've rehired them.

- Absolutely, from everything we heard before, this should have a real positive impact with the program moving forward. So, all right. I just think we need to do what, a receive and place on file.

- Yep.

- Okay, I'll entertain a motion for that.

- Motion.
- Second.
- All those in favor, say aye.
- [Group] Aye.
- All right. And then the next meeting date is, I should remember from the finance meeting, but I don't.
- September 22nd.
- September 22nd. So unless anything changes or comes up, we'll be seeing you all there on the 22nd, Motion to adjourn?
- Move to adjourn.
- Second.
- All in favor.
- Aye.
- Aye.
- All right, that passes unanimously, everyone take care and stay safe.
- Thank you.
- Bye.