

**KENOSHA COUNTY BOARD OF SUPERVISORS**

**COUNTY BOARD CHAMBERS COUNTY ADMINISTRATION BUILDING**

**September 15, 2005**

The **Committee of the Whole** was called to order by Chairman Elverman at 7:00 p.m., in the County Board Room located in the Administration Building. Roll call was taken.

Present: Supervisors Elverman, Grady, Rossow, Rose, Kessler, Wipper, Marrelli, Booth, Carbone, Modory, Faraone, R. Johnson, Michel, O'Day, Singer, Molinaro, Wisniewski, Carey-Mielke, Noble, Kerkman, Smitz, Ekornaas, L. Johnson, West.

Excused: Supervisors Huff, Clark, Gorlinski.

Present: 24. Excused: 3.

There were no citizen comments.

**ANNOUNCEMENTS OF THE CHAIRMAN**

Chairman Elverman stated that the vacated position for the 17th Supervisor District has been filled by James Moore for the remainder of the term. He will be sworn in at the September 27th meeting.

Chairman Elverman stated that the reason for the Committee of the Whole is because 2-3 months back he had asked the Administration and Finance Committees to look at ways to bring the County Board's budget in line with their own mandates. At the last meeting the Resolutions were sent back to committees and he believes that they have spent enough time and the Committee of the Whole needs to come to some conclusion tonight. Anyone not interested in the discussion tonight is free to leave. We need to get this over with. He would like to see costs cut at every level they can. This can easily be taken care of and he is asking that it be done this evening. An analysis from Dave Geersten regarding the County Board's budget explaining changes from 2005 to 2006 was placed on everyone's desk. Bob Riedl placed a report comparing Employee Cost Sharing to Premium Contributions on everyone's desk.

Chairman Elverman said that the floor was open.

David Geersten reported on the County Board 2006 Budget Analysis. It shows what it would take to come in at 2 1/2% which was the County Boards parameter. If the County Board was to adopt Plan E it would indirectly be a \$5,000.00 savings. Just by cutting per diem by \$700.00 and adopting Plan E the County Board Budget increase would be about 1.7%.

Robert Riedl reported on the letter he had requested from Milliman Consultants and Actuaries. They help with the structure the health benefits so that the cost is shared appropriately. One thing for sure is that County employees do participate in their plans at a significant level. It does not come as a premium share. It is done through cost sharing basis which is more complicated. The County is achieving significant participation on the part of our employees by keeping with a cost sharing model of employee participation. Under Plan E they will save 18% once it is implemented. One contract has been settled at the E level and the non-represented employees will go on January 1, 2006 and he presumes the County Board will also. Recommendations from Milliman included considering greater benefit cost sharing to control the costs of its health benefit programs. Percentage co-pays on pharmacy benefits rather than fixed dollar co-pays create more incentives for members to use less expensive medication alternatives.

To the extent the County concludes employee premium sharing is required, Milliman recommends using a percentage of premiums, rather than a flat dollar amount, to ensure that employees automatically share in medical inflation in the future. They have already significantly increased in the contract settlements the participation of the employees. At the point of implementing Premium Sharing you will have to compensate the employees for that. Milliman already does support the County's Cost Sharing over the Premium Sharing and do not recommend a change.

It was moved by Supervisor Molinaro to amend Resolution 38 by including all elected officials, "E" level Kenosha County Employee Health benefit, \$25 single and \$50 family plan, that the Administration Committee be in conjunction with the administration looking at a comprehensive approach to and application of premium contribution in conjunction with cost sharing measures. That the flex account remain as is for right now and also that the Administration Committee and Administration come back with a plan for the elimination of the flex spending account at some point in the future. Seconded by Supervisor Rose.

It was moved by Supervisor Molinaro to amend his motion by changing the family plan to \$60. This also applies to all elected officials and that we look at a cost share study that applies beyond the county board and elected officials and the elimination of the flex account across the board. Seconded by Supervisor Rose.

It was moved by Supervisor Singer to amend Supervisor Molinaro's amendment by substitution. Seconded by Supervisor Kerkman.

It was moved by Supervisor Noble to change the \$25 and \$60 to a flat 10%. Seconded by Supervisor Molinaro.

It was moved by Supervisor Wisnefski to close debate on Supervisor Noble's amendment. Seconded by everybody.

Roll call vote on 10% amendment.

Ayes: Supervisors Kessler, Wipper, Michael, Molinaro, Carey-Mielke, Noble.

Nays: Supervisors Elverman, Grady, Rossow, Rose, Marrelli, Booth, Carbone, Modory, Faraone, R. Johnson, O'Day, Singer, L. Johnson, Wisnefski, West, Kerkman, Smitz, Ekornaas.

Ayes. 6. Nays. 18.

Motion lost.

It was moved by Supervisor L. Johnson to move the previous question for substitution. Seconded by Rose.

Motion carried to substitute Resolution 38 for the main motion.

Roll call vote on Resolution 38 to include all elected officials under bullets 1, 2, 4 and 5. Also BE IT FURTHER RESOLVED, that the Kenosha County Board of Supervisors directs the Division of Personnel Services and the Division of Finance to conduct a complete analysis of all Elected Officials compensation package and submit detailed options for an amended compensation plan inclusive of cost sharing alternatives and the elimination of flexible spending accounts for all county employees.

Supervisor Rose seconded and amended Supervisor Molinaro's motion to amend the fifth bullet point - Each County Board Supervisor and Elected Official at the commencement of their next term of office. Supervisor Molinaro agreed.

It was moved and seconded to close debate.

Motion carried.

Roll call vote on Resolution 38 to include all elected officials.

Ayes: Supervisors Elverman, Grady, Rossow, Rose, Kessler, Wipper, Marrelli, Booth, Carbone, Modory, Faraone, Michael, O'Day, Molinaro, Wisnefski, Carey-Mielke, West, Smitz.

Nays: Supervisors R. Johnson, Singer, L. Johnson, Noble, Kerkman, Ekornaas.

Ayes. 18. Nays. 6.

Motion carried.

It was moved by Supervisor Rose to amend Resolution 38 by changing the per diem to \$1.00 per day. Seconded by Supervisor Elverman.

It was moved by Supervisor L. Johnson to close debate. Seconded by Supervisor Rose.

Motion carried.

Roll call vote.

Ayes: Supervisors Elverman, Grady, Rossow, Rose, Kessler, Booth, Molinaro, Smitz.

Nays: Supervisors Wipper, Marrelli, Carbone, Modory, Faraone, R. Johnson, Michel, O'Day, Singer, L. Johnson, Wisnefski, Carey-Mielke, Noble, West, Kerkman, Ekornaas.

It was moved by Supervisor Kerkman to close debate. Seconded by Supervisor L. Johnson.

Ayes. 8. Nays. 16.

Motion lost.

Roll call vote on recommendation to the County Board Resolution 38 as amended.

Ayes: Supervisors Elverman, Grady, Rossow, Rose, Kessler, Wipper, Marrelli, Booth, Carbone, Modory, Faraone, R. Johnson, Michel, O'Day, Singer Molinaro, Wisnefski, Carey-Mielke, Smitz, Ekornaas, West.

Nays: Supervisors L. Johnson, Noble, Kerkman.

Ayes. 21. Nays. 3.

Motion carried.

It was moved by Supervisor Wisnefski to adjourn. Seconded by Supervisor Rose.

Motion carried.

Meeting adjourned at 9:30 P.M.

Prepared by: Pam Young

Chief Deputy

Submitted by: Edna R. Highland

County Clerk