



**November 13, 2013 Board of Health Meeting
County Courthouse, Room G-302**

The Board of Health convened in open session at 5:15 pm
The meeting was called to order by John Paddock 5: 23 pm

Board Members Present

Quorum is reached

John Paddock
Merey Price
Donald Bodeau
Kathy Mitchell
Elizabeth Spencer
William Bethke (arrived
5:55)
Gerald Wilkie (arrived
6:40 pm)

Board Members

Absent:

Michael Murray

Staff Members Present:

Elizabeth Giese
Jeff Cipriano
Kitty Rahl
Shane Sanderson
Gina Holt -recorder

Additional Staff Members:

Janel Hebert
Dani Drexler
KT Gallagher
Paulette Magur
Jackie Krumenauer
Denise Wirth
Beth Draeger
Kristine Radtke
Ava Mitchell

Order of Agenda Request to pull items from Consent Agenda-

Consolidated Contracts-requested to be pulled from the Consent Agenda and added to the Business Items

Public Comment:

Jackie Krumenauer Public Health Nurse-“As a staff, we know there are difficult financial decisions to be made, but when making those decisions we ask that you remember that those decisions have an effect on employees and their families. With changes in policies, people’s life plans are affected. If the policies and pay plan are approved as recommended, next year will be the fifth year in a row I will receive a decrease in income. When taking into account that 2 staff nurse positions have remained unfilled for an extended amount of time this year and there being no indication of filling those positions or a decrease in workload, it is increasingly difficult to remain positive in the current environment. Employees have planned their lives around the current policies; please remember this as you make your decisions.”

Kristine Radtke Public Health Nurse-“I was one of the members of the Handbook Committee. A lot of hard work has gone into the discussion of updating the handbook. Some objectives included the tone of the handbook, keeping it positive in nature and not being construed as punitive in any manner. Clarity is also something that was a focus; the previous handbook had unclear language that made it open to interpretation or misinterpretation and some employees felt that they may not have been treated with the same fairness or integrity as other employees. Formatting has also been a key in the updating, trying to create a fluid document with the ability to make changes in the future. We went through the handbook item by item. Some decisions were easier than others, the decisions effect people who have dedicated their professional careers to this agency. Some concerns include, longevity pay and retirement benefit involving health insurance. Hopefully there is room for conversation for staff who have dedicated their professional careers to this agency.”

Consent Agenda

- a. Approval of minutes from October 23, 2013 meeting
- b. Director/Health Officer Report
- c. Correspondence/Media

Motion to Approve Consent Agenda: Merey Price

2nd Motion: Kathy Mitchell

Motion Carried: Yes (Unanimous Vote)

Business Item

a. Consolidated contracts

- The percentage for immunization coverage changed to 73% which is different from the 82% as listed in the attachment. Last year's baseline was 73% and the State DPH decided to change percent to match the baseline.
- Over a ten year trend they are trying to increase by a percentage or two each year

Motion to Approve the Division of Public Health contracts for a total of \$652,517: Kathy Mitchell

2nd Motion: Donald Bodeau

Motion Carried: Yes (Unanimous vote)

b. Resolution opposing SB 349

- County Board members and others are interesting in sending a resolution to WI legislature opposing SB 349-Limiting Local Control Regarding Non Metallic Mining, Air and Water Quality, and Highway Damage and Use Contracts. The Board of Health is asked to co-sign the County resolution
- Shane Sanderson explains that the real spirit of this lies in lines 37 and 38 where it is stated that the health, safety, economic, environmental, and quality of life impacts of these operations are primarily issues of local concern
- Concerns were expressed that some of the lines are strongly worded, and it may leave an impression that the Board of Health is opposed to sand mining in general. The possibility of re-wording some lines is discussed
- It is clarified that if the resolution is updated or changed it will come back to the board for review and approval

Motion to approve resolution opposing SB 349 as presented: Donald Bodeau

2nd Motion: Kathy Mitchell

Motion Carried: Yes (unanimous)

Other information items from staff for the Board

a. Update on 2014 Budget Process- City and County

- City council approved city budget last week
- County Board is currently in session discussing the budget
- Board of Health will receive the updated 2014 budget at the December meeting

b. Employee Pay Plan discussion

- The approval of the employee handbook and pay plan will come back as a business item at the December 11th Board of Health meeting
- This plan is merging our current pay plan and WIPFLI's suggested pay plan
- Focuses on getting people to comparable market salary more quickly
- Plan included rolling current longevity into the current salary –we looked at everyone's salary and where each individual fell. Some people feel outside of the salary range. Changing how the agency looks at longevity is a significant issue
- No employee would get less money per hour with the pay plan proposed
- WIPFLI was more aggressive with planning increases to be higher at the first steps. To honor that public health work is complex and it takes a while to learn it and the tough thinking around longevity resulted in moving the higher percentages later. This plan does a better job of recruitment and retention as previously done
- New hires can be placed in a different step range based on the skill level and experience and education
- Increase of steps is based on performance and review by the supervisor-we are committed to working on a process for this
- For 2014 the commitment is that staff wouldn't lose 2014 dollars but that the people who are in the H and I range will be plateaued for 2015 and will stay flat until the scale catches up
- Concern expressed by Bethke and others that not having a cost of living increase for those plateaued could be difficult to make ends meet
- Mitchell asked question about change in starting salary for new employees. Giese will look at comparison.
- We recognize that there are still issues with this proposal but it is a better system than what is currently in place
- Everyone should arrive to target in approximately 6.5 years, currently takes 12 years to get to the top
- The additional cost to the 2014 budget based on this is \$31, 337
- Proposing to cover the cost by: Health Insurance change, looking at the continuation of not filling positions, and looking at some additional policy decisions

c. Employee Handbook policy discussion

- These items are very real on a personal level-we will not wait another 30 years to reevaluate and update the handbook
- Two staff meetings were held so that questions could be asked and to gain clarity with the upcoming changes. Staff have been updated through multiple processes including all staff meetings, having representatives on the handbook committee, and regular email updates
- The City Human Resource department as well as a legal consultant have looked at the updated handbook
- One of the policy challenges includes that whenever you draw a line there are people on either side that will be affected.
- Board feedback for those employees that have been counting on the benefit of paying health insurance past Medicare eligibility

- could there be a grandfather clause of current employees that have had more than 25 years of experience
- is there an opportunity to grandfather some of the current staff into this- Would one possibility be anyone hired after January 2014 there would be no post-retirement Health Insurance coverage (currently passed by the City)
- Looking at dollar amounts in 2013 we spent roughly \$146,103 in retirement insurance
 - In 2014 we are anticipating that to be close to \$155,000, and increasing annually. If able to convert to the supplement after the age of 65 it would be a cost savings of close to \$50,000
- Years of service-our department historically has calculated years of service based on employment over 20 hours. We currently do not prorate based on FTE. WRS retirement is based on prorated on FTE for years of service
- Domestic partners- Is health insurance available to domestic partners, the city currently offers it. (Lieske checking into this and will get back to the board)
- Travel and meal reimbursement rate to be aligned to the state rate
- ID badges expected to be returned upon departure

d. Service Recognition

- Elizabeth Smith-WIC Aide 20 years
- Denise Wirth-Nursing Supervisor 25 years

Board member informational items

a. Development of Action Items for Board of Health Goals

- Goal 1: Meet with legislators-Kathy Mitchell is looking into this and finding out whom to contact. It is suggested doing this in conjunction with the Chamber of Commerce legislature gatherings or coordinate with Health Communities
- More discussion on the action plans to follow
- Lieske and Gina will work on the action plans to pull themes together and bring it back to the December 11th Board of Health meeting

b. NACo training follow up-Feedback from Jerry Wilkie on training highlights

- Accessing data on where your community stands becomes valuable when researching the needs of the community. This can assist in the process of grant writing
- Heroin use is on the rise in the area. As a board it is important to be aware of the increase use of drugs and alcohol in the community.

c. Update on Board of Health member recruitment and orientation

- Continuing to attempt to recruit dentists and physicians
- No current applicants for either opening

d. Raw milk legislation has passed the committee and is now waiting to be introduced as a bill

No Requests from Board members for future agenda items to be given consideration

Next scheduled BOH meeting is December 11, 2013 5:15 p.m.
John Paddock adjourned the meeting at 7:41 pm