

**CITY OF NEENAH
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, September 23, 2024 at 5:30 pm
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin**

MINUTES

The special meeting was called to order by Chairman Erickson at 5:30 pm.

Present: Chairman Erickson, Vice-Chair Boyette, Aldermen Steiner and Ellis, Director of Finance Rasmussen, Director of Human Resources Fairchild, and City Clerk Nagel.

Also present: City Attorney Rashid, Aldermen Lendrum and Pollnow Jr., and Information Technology Director Schroeder.

Absent/Excused: Council President Borchardt.

1. **Public Appearances:**

None.

2. **Minutes:** Motion/Second/Carried Ellis/Boyette to approve the minutes from the August 5, 2024 regular meeting as written. All voting aye.

3. **Annexation 235, Town of Neenah, Breezewood Ln (Attachments) (Schmidt)**

4. Director Rasmussen advised there is no financial impact to the city for this annexation, therefore, the recommendation is to approve.

Motion/Second/Carried Ellis/Steiner to recommend Council approve annexation 235, all voting aye.

5. **Medical Insurance Update – (Attachments) (Fairchild)**

Bec Kurzynske from M3 gave a presentation on the proposed health insurance benefits. Due to the health insurance coming off of a three-year rate hold, health insurance costs are projected to increase substantially. Despite plan design changes, the city is seeing the increase all at once due to the three-year locked in rate.

M3 looked at several different options including a variety of health insurance companies, self-insured, and plan alternatives, to craft a proposal to best meet the employees needs while keeping costs reasonable.

By moving to a self-insured plan, there are cost savings in administrative costs. There is an opportunity to reduce deductible and improve the overall plan design by eliminating the health reimbursement plan and going with copays. United Healthcare Choice Plus offers an employee and family plan which best fits the employees needs with as minimal increase as possible. There was discussion on the stop loss coverage with this plan as well.

Motion/Second/Carried Ellis/Steiner to recommend Council approve Self-Funded Healthcare Plan with UMR/OptumRx Projections with a \$1,750 deductible which is a 26.85% cost increase, all voting aye.

6. **Dental and Vision Insurance Update – (Attachments) (Fairchild)**

Staff presented a 3.7% increase in dental insurance and a 5% increase with a three year rate hold for vision.

Motion/Second/Carried by Ellis/Boyette to recommend Council approve the vision and amended dental proposal for 2025 as presented by staff, all voting aye.

7. **Central Square and BenTek System Integration (Attachment) (Schroeder)**

Director Schroeder advised the Committee that a Naviline – BenTek integration would provide an easy way to transfer payroll impact benefits elections to the payroll system. This automated transfer will eliminate the need for manual data entry and reduce the risk of mis-keyed information, improving HR staff efficiency. Benefits such as health insurance options and Flexible Spending Arrangement (FSA) contributions would be automatically transferred to the payroll system in Central Square. This integration is key to reaping the full benefits of the BenTek system and would be implemented in time for transferring 2025 benefits elections data.

Director Schroeder advised the final integration quote came back slightly lower than the original at a total of \$8,720.

Motion/Second/Carried Steiner/Ellis to recommend Council approve Central Square and BenTek System Integration with a total cost \$8,720, all voting aye.

8. **Discussion on Joint Municipal Court Deficit Repayment (Attachment) (Rasmussen)**

Since its inception, the court has been running with a deficit, a deficit that was 20 years in the making. At the end of 2023 the City of Neenah paid off its entire share of fiscal years 2002 - 2023 deficits. It should be noted that both cities were paying of 4 - 5% interest on the deficit.

In 2024 Menasha paid-off a small portion of the deficit in the amount of \$9,000 and proposed to pay off the remaining balance by the end of 2026; half paid in 2025, the remaining half in 2026.

Moving forward, the deficit will be zeroed out every year after the September audit. This assures going forward each municipality's deficit will be cleared off the books. Both mayors are on board with the forward plan.

This item was for discussion only, no action taken.

9. **Fiscal Matters: June 2024 Vouchers (Attachments) (Rasmussen)**

Motion/Second/Carried Ellis/Boyette to accept and place on file the June 2024 Vouchers. All voting aye.

10. **Fiscal Matters: July 2024 Vouchers (Attachments) (Rasmussen)**

Motion/Second/Carried Ellis/Boyette to accept and place on file the July 2024 Vouchers. All voting aye.

11. **The Committee will convene into closed session pursuant to Wis. Stat. Sec. 19.82(2) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City.**

Report

Report

Motion by Boyette, seconded by Ellis for the Committee to enter into closed session pursuant to Wis. Stat. Sec. 19.82(2) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation, all voting aye. The Committee entered into closed session at 6:33pm.

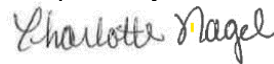
12. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation.

The Committee did not reconvene into open session and adjourned in closed session.

6. Adjournment

Motion/Second/Carried Ellis/Steiner to adjourn the meeting 6:55 pm. All voting aye.

Respectfully submitted,

A handwritten signature in cursive script that reads "Charlotte Nagel". The signature is written in dark ink and is positioned above the printed name and title.

Charlotte Nagel
City Clerk