

**CITY OF NEENAH**  
**SPECIAL FINANCE AND PERSONNEL COMMITTEE MEETING**  
Wednesday, October 17, 2018 – 6:00 p.m.  
Hauser Room, Neenah City Administration Building  
211 Walnut Street, Neenah, Wisconsin

**MINUTES**

**Present:** Chairman Erickson; Aldermen Kunz and Stevenson; Mayor Kaufert; Director of Finance Easker

**Others Present:** Alderman Bates, Director of Human Resources & Safety Barber

**Public Appearances:** None

**Minutes:** Motion/Second/Carried Kunz/Stevenson to approve the amended minutes from the October 8, 2018 Regular Meeting. All voting aye.

**2019 Health and Dental Insurance Proposal:** Committee reviewed memo from Director Barber recommending Council approve the 2019 health and dental insurance plans. Regarding the health insurance renewal, the City received proposals from six carriers, with the lowest bid submitted by Robin Health at a 3.8% premium increase for the City's existing health plans. Robin Health is the insurance product name of a recently formed collaboration of the health care providers ThedaCare, Bellin and HealthPartners. The City's existing carrier, Wisconsin Counties Association, submitted a bid with an increase of 8%. Director Barber is recommending the approval of the Robin Health proposal as the City's 2019 health insurance plan, and the existing self-insured employee dental insurance plan with no changes for 2019.

Committee and staff discussed various aspects of the recommendation. Mayor Kaufert provided a perspective on the benefits of the City moving to an insurance product affiliated with ThedaCare. Alderman Kunz said he is pleased the City is currently enjoying well-below market health insurance rates, and that it needs to prepare should rates begin to climb.

**Motion/Second/Carried Stevenson/Erickson recommending Council approve the bid from Robin Health to provide the City's 2019 employee health plan, and approval of the existing self-insured employee dental insurance plan with no changes for 2019.** All voting aye.

**Employee Clinic Partners:** Committee reviewed memo from Director Barber recommending Council allow WS Packaging and/or Winnebago County to join our Employee Health Clinic. She indicated that the City's insurance broker approached the City with the possibility of the two entities joining the City's clinic for 2019. Subsequent negotiations have led to this proposal. Director Barber provided updated information that Winnebago County has committed to joining the clinic for 2019. She also indicated that, as opposed to previous years, none of the health insurance providers who submitted bids to be the City's health insurance provider are offering to subsidize the health clinic in 2019.

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Under the proposed terms, the clinic hours would increase from the current 12 hours per week to 16 hours per week. The cost to operate the clinic (excluding building costs) is estimated at \$107,000. Those costs would be split as follows: City of Neenah – 50%, WS Packaging and Winnebago County – 25% each. In addition, WS Packaging and Winnebago County will each pay \$6,000 associated with the clinic building space and area. Finally, a private sector surcharge of \$7,000 would be charged to WS Packaging.

Committee and staff discussed various aspects of the proposed clinic arrangement. Issues discussed included the private sector surcharge, the need to have a consistent cost formula for the future, a discussion of the Neenah School District Clinic and information about the current and anticipated usage of the clinic.

**Motion/Second/Carried Stevenson/Erickson recommending Council allow WS Packaging and Winnebago County to join our Employee Health Clinic as proposed, and to direct Attorney Godlewski to draft agreements incorporating the proposed terms with both parties. All voting aye.**

**Motion/Second/Carried Kunz/Stevenson to adjourn the meeting at 6:40 p.m. All voting aye.**

Respectfully submitted,



Michael K. Easker, CPA  
Director of Finance

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