

**CITY OF NEENAH
MINUTES OF THE
FINANCE AND PERSONNEL COMMITTEE MEETING
Monday, October 6, 2025 at 5:30 p.m.
Hauser Room, Neenah City Administration Building
211 Walnut Street, Neenah, Wisconsin**

Call to Order.

The meeting was called to order at 5:30 PM by Vice-Chairman Erickson.

Present: Vice-Chair Erickson, Council President Borchardt, Aldermen Ellis and Bruno, and City Clerk Nagel. Appearing virtually were Director of Finance Rasmussen and Chairman Steiner.

Also present: Mayor Lang, City Attorney Rashid, Human Resources Director Fairchild, M3 Insurance Consultant Bec Kurzynske, Aldermen Lendrum and Pollnow, and Citizen Frank Cuthbert.

Absent/Excused: None.

1. Public Appearances.
 - a. None.
2. Approval of Minutes from September 17, 2025 Special Meeting (minutes can be found on the City's website)
Motion by Borchardt, seconded by Bruno to approve the September 17, 2025 Special Meeting Minutes as presented. Motion carried unanimously.
3. Make recommendation to approve the 2026 plan year designations for medical and dental coverage. (Attachment) (Fairchild)

Overall, the medical renewals came in flat because the stop loss insurance went from only having to cover 12-month period to a 24-month period which did result in an overall premium increase. Staff and the consulting firm are proposing a four-tier program which includes: single, employee + spouse, employee + children, and family plans.

Due to being the first year of self-insured, the city plan is considered immature, but the plan is performing very well. It is important to note that the plan only covers the first-year claims that are incurred on or after January 1st and paid on or after January 1st, which is when the city moved to a self-insured plan. Although the plan is performing well, next year, the stop loss plan will need to cover 2-years; the prior year, 2025, and the current year, 2026 to protect the city against a big claim. Due to the plan performance, the city is able to consider a four-tier rate in alignment with other benefits currently offered within the city.

The premium and out-of-pocket expense was looked at because employee feedback received from switching to self-insured showed that the out-of-pocket costs were an

employee concern. If the plan changed just to a four-tier plan with no change to the premium or out-of-pocket, the result would be a 5.95 percent overall increase to the city. After financial considerations to the out-of-pocket expense, the recommendation was to lower the out-of-pocket by \$1,000 for a single plan and \$2,000 for a family plan, bringing the overall plan increase to 7.01 percent with the remainder of the plan unchanged.

Report

Motion by Borchardt, seconded by Ellis to recommend Council approve a 7.01% increase in overall health insurance increase with a decrease in the maximum out of pocket as presented by M3. Motion carried in a voice vote unanimously.

The Family Savings Plan was introduced. The Family Savings Plan is operated by Network Health Plan. The Family Savings Plan incentives employees with spousal insurance the option to opt out of the city's insurance. The incentive is that the city will pay all the out-of-pocket expenses incurred by the spousal plan. This shifts the risk and liability from the city's plan to the spousal plan which is a significant savings to the city. Those employees who already have opted out of the city's health insurance plan are not eligible for the Family Savings Plan, but will no lose their current opt out benefits. To become eligible for the Family Savings Plan, the employee will need to go back onto the city's health insurance plan for 12 months, then opt out of the city's plan in order to receive the incentive of the Family Savings Plan in lieu of the opt out premium.

Report

Motion by Ellis, seconded by Borchardt to recommend Council approve participating in the Family Savings Plan. Motion carried in a voice vote unanimously.

Both Delta Dental and CarePlus plans were presented. There was discussion on both the dental networks associated with both plans. The committee discussed the benefits of having an option when it comes to dental care, and would support employees having flexibility to make that personal decision.

Report

Motion by Borchardt, seconded by Ellis to recommend Council offer Alternate Delta 85% ER Paid with Alternative #1 CarePlus Dental Plan. Motion carried in a voice vote unanimously.

4. Make recommendation to approve the restructuring of two casual positions into one permanent part-time Parks Technician position. (Attachment) (Fairchild)

This is in response to the difficulties in recruiting and retaining casual employees. The two current casual employees are willing and able to work additional hours which promoted the restructuring.

Report

Motion by Borchart, seconded by Bruno to recommend Council approve the restructuring of two casual positions into one permanent part-time Parks Technician position as presented. Motion carried unanimously.

5. Make recommendation to approve reclassification and title change from Human Resources Recruitment and Retention Coordinator to People Operations Manager. (Attachment) (Fairchild)

Director Fairchild presented the Position Reclassification Request memo for the Human Resources Recruitment and Retention Coordinator. Questions were asked and answered.

To ensure positions are fairly classified over all employees, the Committee asked that there be an annual review of job descriptions, held in alignment with performance reviews. Any recommendations for reclassifications should come forward to Committee at this time for consideration and inclusion in the operating budget.

Motion by Erickson, seconded by Borchardt to table. Motion carried in a voice vote unanimously.

6. American Rescue Plan Act (ARPA) Fund utilization and Interest Earnings Update (Attachment) (Rasmussen)
Director Rasmussen went through her ARPA Funds memo. Questions were asked and answered. This was an informational only item, no action taken.
7. Make recommendation to approve Resolution 2025-11 to enter into an Institutional Investment Agency Agreement between City of Neenah Cemetery and Associated Trust Company. (Attachment) (Rasmussen)

This is a housekeeping item on behalf of Associated Trust Company to name Director Rasmussen as the authorized representative for financial transactions relating to cemetery accounts.

Motion by Ellis, seconded by Borchardt to recommend Council approve Resolution 2025-11. Motion carried in a voice vote unanimously.

8. Make recommendation to approve Resolution 2025-12 to enter into an Institutional Investment Agency Agreement between City of Neenah Library and Associated Trust Company. (Attachment) (Rasmussen)

This is a housekeeping item on behalf of Associated Trust Company to name Director Rasmussen as the authorized representative for financial transaction relating to library accounts. It was discussed that the recommendation would be the Library Board.

Motion by Ellis, seconded by Bruno to recommend the Library Board approve Resolution 2025-12. Motion carried in a voice vote unanimously.

9. Fiscal Matters: Aug 2025 Vouchers (Attachment) (Rasmussen)

Motion by Ellis, seconded by Borchardt to receive and place on file the August 2025 Vouchers. Motion carried in a voice vote unanimously.

Info. Only

Report

Report
Library
Board

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Chairman Steiner left the meeting at 6:42 PM.

10. City Attorney Report (Rashid)

- a. The Committee may convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(g) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City, specifically regarding:
 - i. City of Neenah v. Berendsen (412 Sherry Street drug house abatement)
 - ii. Walmart v. City (tax appeal cases)
 - iii. Katherine Valdez v. City (water utility dispute)
 - iv. Wisconsin Realtors Association v. City (Guest housing ordinance litigation/appeal)
- b. The Committee may reconvene into open session to consider action on the City Attorney's report of pending or threatened litigation.

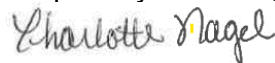
Motion by Borchardt, seconded by Ellis for the Committee to convene in closed session pursuant to Wis. Stat. Sec. 19.85(1)(g) to confer with City Attorney who will render advice concerning strategies with respect to pending or impending litigation involving the City. The Committee may reconvene into open session to take action on matters discussed in closed. Motion carried in a voice vote unanimously.

The Committee adjourned in closed session, no action taken.

10. Adjournment.

Motion to adjourn by Ellis, seconded by Borchardt. Motion carried in a voice vote unanimously. Meeting adjourned in closed session at 6:54 PM.

Respectfully submitted,



Charlotte Nagel
City Clerk

Info. Only

