



City of Racine

City Hall
730 Washington Ave.
Racine, WI 53403
www.cityofracine.org

Meeting Minutes - Final

Finance and Personnel Committee

Chairman Q.A. Shakoor II
Vice Chair James Morgenroth
Alderman Dennis Wiser
Alderman Michael Shields
Alderman Mary Land

Monday, November 21, 2016

5:00 PM

City Hall, Room 307

Call To Order

PRESENT: 5 - Chairman Q.A. Shakoor II, James Morgenroth, Dennis Wiser, Michael Shields and Mary Land

Approval of Minutes for the November 7, 2016 Meeting.

A motion was made by Alderman Morgengroth, seconded by Alderman Land, that this file be to approve the minutes.

Chairman Comments

1. [0966-16](#) **Subject:** Communication from the Human Resources Manager and City Attorney requesting to appear before the Finance & Personnel Committee to discuss the procurement of a Medicare Advantage plan for certain Medicare eligible retirees effective January 1, 2017.

Recommendation of the Finance & Personnel Committee on 11/21/16: That the procurement of the Medicare Advantage plan for certain Medicare eligible retirees effective January 1, 2017. Further recommend the provision of the Employee Handbook, "Retired employees will receive the same insurance benefits as active employees and will be subject to the same plan changes as active employees," by adding the following clause, "and subject to placement in a Medicare Advantage plan chosen by the City that provides substantially the same insurance benefits as active employees and consistent with the law respecting Medicare."

Fiscal Note: Costs are included in the City's health Insurance budget.

Scott Letteney, City Attorney, and Christina Paul, Benefits Coordinator, appeared before the committee to speak on the item.

A motion was made by Vice Chair Morgenroth, seconded by Alderman Wiser, that this file be Recommended For Approval

2. [0965-16](#) **Subject:** Communication from the Human Resources Manager and City Attorney requesting to appear before the Finance & Personnel

Committee to discuss the renewal of the City's Stop Loss Insurance plan for 2017.

Recommendation of the Finance and Personnel Committee on 11/21/16: To approve the stop loss insurance plan as presented.

Fiscal Note: Total annual premium of \$741,374.16, which is approximately a 1.26% decrease from 2016.

Scott Letteney, City Attorney, and Rae Anne Beaudry, The Horton Group, appeared before the committee to speak on the item.

A motion was made by Vice Chair Morgenroth, seconded by Alderman Wiser, that this file be Recommended For Denial

3. [0956-16](#)

Subject: Communication from the City Attorney submitting the claim of Joy Behling and Delbert Behling for consideration.

Recommendation of the Finance & Personnel Committee on 11/21/16: That the claim of Joy Behling and Delbert Behling be denied.

Fiscal Note: N/A

Attachments: [behling_001](#)

Scott Letteney, City Attorney, appeared before the committee to speak on the item.

A motion was made by Vice Chair Morgenroth, seconded by Alderman Wiser, that this file be Recommended For Denial

4. [0928-16](#)

Subject: Communication from the City Attorney submitting the claim of We Energies for consideration.

Recommendation of the Finance & Personnel Committee on 11/21/16: That the claim of We Energies be denied.

Fiscal Note: N/A

Attachments: [we_energies_001](#)

Scott Letteney, City Attorney, appeared before the committee to speak on the item.

A motion was made by Vice Chair Morgenroth, seconded by Alderman Wiser, that this file be Recommended For Denial

5. [1003-16](#)

Subject: (Direct Referral) Communication from the Human Resources Manager and City Attorney requesting to appear before the Finance & Personnel Committee to discuss recommended changes to the Sunday and Holiday Overtime policy.

Recommendation of the Finance & Personnel Committee on

November 21, 2016: The recommended changes to the Sunday and Holiday Overtime policy be approved as submitted.

Fiscal Note: Approximately \$40,000 additional overtime cost in 2017.

Scott Letteney, City Attorney, and Timothy Thompkins, Human Resource Manager, appeared before the committee to speak on the item.

A motion was made by Alderman Wiser, seconded by Alderman Land, that this file be Recommended For Approval. Vice Chair James Morgenroth left the meeting at 5:42 pm.

6. [1004-16](#)

Subject: (Direct Referral) Communication from the Human Resources Manager and the City Attorney submitting the Local 67 (DPW/Parks Unit) 2017 collective bargaining agreement for consideration.

Recommendation of the Finance & Personnel Committee on

November 21, 2016: The Local 67 (DPW/Parks Unit) 2017 collective bargaining agreement be approved as submitted.

Fiscal Note: Approximately \$43,700 expenditure increase over 2016 as included in the approved City of Racine 2017 Budget.

Timothy Thompkins, Human Resources Manager, appeared before the committee to speak on the item.

A motion was made by Alderman Wiser, seconded by Alderman Land, that this file be Recommended For Approval

7. [1005-16](#)

Subject: (Direct Referral) Communication from the Human Resources Manager and the City Attorney submitting the Local 67 (Police Department Clericals Unit) 2017 collective bargaining agreement for consideration.

Recommendation of the Finance & Personnel Committee on

November 21, 2016: The Local 67 (Police Department Clericals Unit) 2017 collective bargaining agreement be approved as submitted.

Fiscal Note: Approximately \$6,400 expenditure increase over 2016 as included in the approved City of Racine 2017 Budget.

Timothy Thompkins, Human Resources Manager, appeared before the committee to speak on the item.

A motion was made by Alderman Wiser, seconded by Alderman Land, that this file be Recommended For Approval

Closed Session

The Finance and Personnel Committee convened in Closed Session pursuant to Wisconsin Statutes section 19.85(1)(g), to confer with legal counsel concerning strategy with respect to litigation in which the City of Racine is or is likely to become involved.

Open Session

8. [1006-16](#) Subject: (Direct Referral) Communication from the City Attorney requesting to meet with the Finance and Personnel Committee in Closed Session pursuant to Wisconsin Statutes section 19.85(1)(g), concerning strategy and settlement with respect to litigation in which the City of Racine is involved, specifically: Tellez v. City of Racine, Equal Rights Division Case Nos. CR201502587 and CR201601812..

Recommendation of the Finance & Personnel Committee on 11/21/16: To approve the negotiated settlement and separation agreement.

Fiscal Note: \$18,000 payment to Attorney Jeff Sweetland, \$24,500 salary settlement to Maricela Tellez and conditional health insurance costs under COBRA.

A motion was made by Alderman Wisner, seconded by Alderman Land, that this file be Recommended For Approval

Adjournment

There being no further business to come before the Committee, the meeting adjourned at 5:46 p.m. The next scheduled meeting of this Committee is at 5:00 p.m. on Monday, December 12, 2016 at City Hall, Room 307.

**Respectfully submitted,
Ald. Q.A. Shakoor II, Chairman
Finance & Personnel Committee**