



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
Alder Mary Land
Alder Tracey Larrin
Alder Jason Meekma
Alder Natalia Taft

Monday, September 9, 2019

5:00 PM

City Hall, Room 307

Call To Order

PRESENT: 5 - Shakoor II, Land, Larrin, Meekma and Taft

Chairman Comments

Also Present: David Brown, Finance Director, Felicia Nitsch, Human Resources Clerk, Marisa Roubik, Assistant City Attorney and Mayor Mason.

Approval of Minutes for the August 26, 2019 Meeting

A motion was made by Alder Land, seconded by Alder Larrin to Approve the Minutes

[0899-19](#)

Subject: Communication sponsored by Alder Meekma for consideration of increasing the City Administrators base pay for the time he has and will be officially tasked with and designated as “interim” or “acting” Director of any vacant Administrative Manager position. The employee shall receive additional compensation equal to five-percent (5%) of his then-effective annual rate of compensation applied to the complete duration of the time served in said “interim” or “acting” capacity. This would include back pay for the time served to the date of implementation of this wage increase and all time served in this capacity moving forward.

Recommendation of the Finance & Personnel Committee on

09-09-2019: To approve increasing the City Administrators base pay for the period of April 2019 through the end of 2019 in the amount of \$5,250; this would include back pay for the time served to the date of implementation of this wage increase and all time served in this capacity moving forward.

Fiscal Note: Funds are available in account 11002-50100 Mayors Office: Administrative Salaries in the amount of \$5,250 for the period of April 2019 through the end of 2019 or until a new Commissioner of Public Works is appointed.

Alder Meekma, Scott Letteney, City Attorney and James Palenick, City Administrator appeared before the Committee to speak on the item.

A motion was made by Alder Land, seconded by Alder Meekma, that this file be Recommended For Approval

[1023-19](#)

Subject: Communication sponsored by Alder Shakoor requesting that the City accept ownership of 1109 Twelfth Street and transfer the property to Racine Revitalization Partnership.

Recommendation of the Finance & Personnel Committee on 09-09-2019: Permission be granted to accept ownership of 1109 Twelfth Street on behalf of the City of Racine, and that permission be granted to the Mayor and City Clerk to transfer 1109 Twelfth Street to Racine Revitalization Partnership.

Fiscal Note: The City will pay about \$30 in recording fees to receive the property from Racine County. Racine Revitalization Partnership will reimburse the City for the title transfer and recording fees for transfer of the property to Racine Revitalization Partnership.

Matt Rejc, Manager of Housing and Community Development, appeared before the Committee to speak on the item.

A motion was made by Alder Land, seconded by Alder Larrin, that this file be Recommended For Approval

[1024-19](#)

Subject: Communication sponsored by Mayor Mason proposing modifications to the employee health insurance plan design.

Recommendation of the Finance & Personnel Committee on 09-09-2019: Approve the proposed modifications to the employee health insurance plan design as presented.

Fiscal Note: The plan design changes as presented would result in a potential savings for 2020 of approximately \$3,200,000.

Mayor Mason, James Palenick, City Administrator and , Rae Anne Beaudry, Executive Vice President of Employee Benefits for The Horton Group, appeared before the Committee to speak on the item.

A motion was made by Alder Meekma, seconded by Alder Taft, that this file be Recommended For Approval

AYES: 3 - Shakoor II, Meekma and Taft

NOES: 2 - Land and Larrin

[1025-19](#)

Subject: Communication sponsored by Mayor Mason proposing modifications to the retired employee health insurance program, including retired employee premium share and Medicare Part B reimbursement.

Recommendation of the Finance & Personnel Committee on

09-09-2019: Approve the proposed modifications to the retired employee health insurance program as presented.

Fiscal Note: To be discussed.

James Palenick, City Administrator, Scott Letteney, City Attorney, Christina Paul, City of Racine Benefits Coordinator and Rae Anne Beaudry, Executive Vice President of Employee Benefits for The Horton Group.

A motion was made by Alder Taft, seconded by Alder Meekma, that this file be Recommended For Approval

AYES: 3 - Shakoor II, Meekma and Taft

NOES: 2 - Land and Larrin

[1026-19](#)

Subject: Communication sponsored by Mayor Mason proposing modifications to the active employee health insurance program, including active employee premium share and the establishment and funding of Health Savings Accounts for active employees.

Recommendation of the Finance & Personnel Committee on

09-09-2019: Approve the proposed modifications to the employee health insurance plan design as presented.

Fiscal Note: To be discussed.

James Palenick, City Administrator and Rae Ann Beaudry, Executive Vice President of Employee Benefits for The Horton Group, appeared before the Committee to speak on the item.

A motion was made by Alder Meekma, seconded by Alder Taft, that this file be Recommended For Approval

AYES: 4 - Shakoor II, Land, Meekma and Taft

NOES: 1 - Larrin

[1027-19](#)

Subject: Communication sponsored by Mayor Mason on behalf of the Human Resources Benefit Coordinator presenting the UHC Medicare Advantage plan agreement for renewal.

Recommendation of the Finance & Personnel Committee on

09-09-2019: Approve the UHC Medicare Advantage plan agreement renewal as presented.

Fiscal Note: If approved, the UHC Medicare Advantage plan agreement renewal would result in a savings in 2020 over 2019 of approximately 12%, which savings will be incorporated in the 2020 budget.

Rae Anne Beaudry, Executive Vice President of Employee Benefits for The Horton

Group, appeared before the Committee to speak on the item.

A motion was made by Alder Land, seconded by Alder Larrin, that this file be Recommended For Approval

AYES: 4 - Land, Larrin, Meekma and Taft

Closed Session

It is intended that the Finance and Personnel Committee convene in closed session pursuant to Section 19.85 (1) (e) of the Wisconsin Statutes, to consider strategy where bargaining reasons require a closed session, regarding collective bargaining.

Alder Shakoor II., Chairman of the Finance & Personnel Committee, then announced that the Committee would convene in Closed Session for the reason stated in the motion and pursuant to Wisconsin Statute Sec. 19.85 (1) (g).

Roll Call Taken:

Ayes: Chairman, Alder Shakoor II., Alder Land, Alder Larrin, Alder Meekma and Alder Taft

Also Present: Alder Jung, Alder Jones, James Palenick, City Administrator, Christina Paul, Benefits Coordinator, Rashanda Cainion, Affirmative Action Officer and Interim HR Director, Rae Ann Beaudry, Executive Vice President of Employee Benefits for The Horton Group, Mark Olsen, Buelow, Vetter, Buikma, Olsen & Vilet, LLC. Attorneys at Law, Marisa Roubik, Asst. City Atty., Scott Letteney, City Attorney, Felicia Nitsch, Human Resources Clerk and David Brown, Finance Director.

A motion was made by Alder Land, seconded by Alder Larrin, to go into Closed Session. The motion PASSED by a Voice Vote

[1028-19](#)

Subject: Communication sponsored by Mayor Mason on behalf of the City Attorney and interim Human Resources Director requesting to appear before the Finance and Personnel Committee in closed session, pursuant to Section 19.85 (1)(e) of the Wisconsin Statutes, to formulate collective bargaining strategy in light of prospective modifications to the employee health insurance program.

Recommendation of the Finance & Personnel Committee on 09-09-2019: To Receive and File.

Fiscal Note: None at this time.

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

Open Session

A motion was made by Alder Land, seconded by Alder Larrin, to go into Open Session. The motion was PASSED by a Voice Vote.

A motion was made by Alder Land, seconded by Alder Larrin, that Item 1028-19 be Received and Filed. The motion was PASSED by a Voice Vote.

AYES: 5 - Shakoor II, Land, Larrin, Meekma and Taft

Adjournment

There being no further business to come before the Committee, the meeting adjourned at 7:51 p.m. The next scheduled meeting of this Committee is at 5:00 p.m. on Monday, September 23, 2019 at City Hall, Room 307.

Respectfully submitted,

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