

Personnel and Finance Committee Meeting Minutes

May 15, 2024

10:30 A.M.

Item 1. Call Meeting to Order

Ald. Gehl called the meeting to order at 10:33 A.M.

Item 2. Roll Call

Committee members present: Ald Gehl, and Ald Kurkowski. Ald Ruetz attended telephonically, abstained from all voting.

Also Present:

- City Administrator Andrew Vickers
- Deputy City Administrator/Finance Officer (DCA) Maxwell Gagin
- Human Resources (HR) Director Toni Vanderboom
- Human Resources (HR) Generalist Tara Murphy
- City Treasurer Sara Kawczynski
- City Clerk Catherine Roeske
- Management Assistant Francesca Loiacono
- Area Vice President Scott Schultz, Gallagher Benefit Services
- Strategic Account Executive Karen Charles, UMR

Item 3. Approval of Minutes from 4/10/2024

Ald. Kurkowski made a motion to approve the minutes of 4/10/2024, seconded by Ald. Gehl. All aye; motion carried 2-0.

Item 4. Discussion and possible action on the Health Insurance Fund's financial performance, health insurance plan design, and cost containment strategies for 2025.

DCA Gagin, Area Vice President Scott Schultz and Strategic Account Executive Karen Charles collaborated on the presentation of the Health Insurance Fund's financial performance, health insurance plan design and cost containment strategies for 2025. Scott Schultz briefed the Committee on Gallagher's year-over-year (YOY) financial performance analysis of the City's health insurance plan, highlighting the funding variance and its indications. DCA Gagin presented the City's analysis of the Health Insurance Fund financial performance, identifying the YOY net gains and losses. Karen Charles informed the Committee of a cost containment strategy, NexusACO, an accountable care organization that works to lower costs, and increase patient satisfaction. With the implementation of the NexusACO product, the City's health insurance plan would shift from a two-tiered design - in-network and out-of-network - to a three-tiered design with a second in-network option. DCA Gagin and Scott Schultz discussed the pharmacy plan analysis and proposal review, recognizing another area of cost containment. Committee members were able to ask questions throughout the presentation.

Item 5. Adjournment

Ald. Kurkowski made a motion to adjourn at 11:52 A.M., seconded by Ald. Gehl. All aye; motion carried 2-0.