

**COUNTY OF RACINE  
FINANCE & HUMAN RESOURCES COMMITTEE**

Supervisor Robert N. Miller, Chairman  
Supervisor Brett Nielsen, Vice Chairman  
Supervisor Q.A. Shakoore, II, Secretary  
Supervisor Janet Bernberg  
Supervisor Mike Dawson

Supervisor Thomas H. Pringle  
Supervisor John A. Wisch  
Zachary Eifert, Youth in Governance Representative  
Keilani Trujillo, Youth in Governance Representative

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\*\*\* THIS LOCATION IS HANDICAP ACCESSIBLE. If you have other special needs, please contact the Racine County Board Office, 730 Wisconsin Avenue, Racine, Wisconsin 53403 (262) 636-3571, fax (262) 636-3491 or the TTD/RELAY 1-800-947-3529. \*\*\*

NOTICE OF MEETING OF THE  
FINANCE AND HUMAN RESOURCES COMMITTEE

DATE: **TUESDAY OCTOBER 8, 2019**

TIME: **5:00 P.M.**

PLACE: **IVES GROVE OFFICE COMPLEX  
CONFERENCE ROOM BEHIND COUNTY BOARD CHAMBERS  
14200 WASHINGTON AVENUE  
STURTEVANT, WISCONSIN 53177**

**AGENDA –**

1. Convene Meeting
2. Chairman Comments – Youth In Governance/Comments
3. Public Comments
4. Human Resources– Karen Galbraith – Approving policies concerning employee benefits presented by the County Executive – 2019 – Resolution – Action Requested: 1<sup>st</sup> Reading at the October 8, 2019 County Board Meeting.
5. Staff Report – No Action Items
  - a) Finance & Human Resources Committee – Budget Meetings with Departments will be on Monday October 14, 2019 and Tuesday October 15, 2019 at 5:00 pm.
  - b) Finance & Human Resources Committee - Next Meeting will be Thursday October 24, 2019.
6. Adjournment

REQUEST FOR COUNTY BOARD ACTION

YEAR	<u>2019</u>	X	Resolution Request
			Ordinance Request
			Report Request

Requestor/Originator: Human Resources - Karen Galbraith

Person knowledgeable about the request who will appear and present before the Committee and County Board (2nd Reading) Karen Galbraith  
If a person is not in attendance the item may be held over.

Does the County Executive know of this request: No

If related to a position or position change, Does the Human Resources Director know of this request: \_\_\_\_\_

Does this request propose the expenditure, receipt or transfer of any funds? \_\_\_\_\_

If the answer is "YES". A fiscal note is required. If Fiscal Note is not created by Finance, send to Finance & Budget Manager before it goes to Committee.

Committee/Individual Sponsoring: Finance & Human Resources Committee

Date Considered by Committee: 10/8/2019 Date of County Board Meeting to be Introduced: 10/8/2019

1st Reading:  1st & 2nd Reading:  \*

\* If applicable, include a paragraph in the memo explaining why 1st and 2nd reading is required.

Signature of Committee Chairperson/Designee: \_\_\_\_\_

**SUGGESTED TITLE OF RESOLUTION/ORDINANCE/REPORT:**

Approving policies concerning Employee Benefits presented by the County Executive

The suggested title should contain what the Committee is being asked to take action on (ex: Authorize, Approve) . If the action includes a transfer this must be included in the title.

**SUBJECT MATTER:**

The attached memo describes in detail the nature of resolution /ordinance /report and any specific facts which you want included in resolution/ordinance/report must be attached.

If requesting a multi year contract a copy of the contract or draft contract must be attached

Any request which requires the expenditure or transfer of funds must be accompanied by a fiscal note that shows the specific amount being transferred and the account number from which these funds will be taken and to which they will be transferred.

**THIS FORM MUST BE FILLED OUT COMPLETELY PRIOR TO YOUR APPEARANCE BEFORE A COMMITTEE.**

## Exhibit A

### Health Plan 8 Effective January 1, 2020

#### ***In Network***

Annual Individual Deductible	<u>\$1000</u>	
Annual Family Deductible	<u>\$2000</u>	
Annual Individual Out of Pocket Maximum	<u>\$2500</u>	
Annual Family Out of Pocket Maximum	<u>\$5000</u>	
Network Coverage	80%	80%

#### ***Out of Network***

Annual Individual Deductible	<u>\$2000</u>	
Annual Family Deductible	<u>\$4000</u>	
Annual Individual Out of Pocket Maximum	<u>\$4000</u>	
Annual Family Out of Pocket Maximum	<u>\$8000</u>	
Out of Network Coverage	60%	60%

#### **Prescription Drug Coverage at Retail**

Generic.	20% of cost, Min \$5, Max \$25
Preferred Brand	20% of cost, Min \$30, Max \$75
Non-Preferred Brand	20% of cost, Min \$55, Max \$100

RESOLUTION NO. 2019-

RESOLUTION BY FINANCE AND HUMAN RESOURCES COMMITTEE APPROVING POLICIES CONCERNING EMPLOYEE BENEFITS PRESENTED BY THE COUNTY EXECUTIVE

To the Honorable Members of the Racine County Board of Supervisors:

WHEREAS, consistent with sections 15-2, 15-41 and 15-42 of the Racine County Code of Ordinances, the Racine County Executive has further developed policies with respect to benefits, for employees other than elected officials, that will be implemented on January 1, 2020, and that are intended to:

- Respect the expectations of persons retired from Racine County on or before December 31, 2012 concerning post-retirement health care; and
• Achieve current and long-term savings for taxpayers; and

WHEREAS, the County Executive has submitted these policies to the Finance and Human Resources Committee, which has approved their implementation and their elaboration, as necessary, in the Racine County Human Resources Policy Manual; and

WHEREAS, some items related to compensation, benefits and conditions of employment have been the subject of County Board resolutions.

NOW, THEREFORE, BE IT RESOLVED that, notwithstanding any previous resolutions of the County Board concerning matters contained in Exhibit "A", the Racine County Board of Supervisors considers such resolutions to be superseded to the extent that they are affected by the policies set forth in Exhibit "A" and ratified by this resolution.

Respectfully submitted,

1st Reading \_\_\_\_\_

2nd Reading \_\_\_\_\_

BOARD ACTION \_\_\_\_\_

Adopted \_\_\_\_\_

For \_\_\_\_\_

Against \_\_\_\_\_

Absent \_\_\_\_\_

VOTE REQUIRED: Majority

Prepared by:
Corporation Counsel

FINANCE AND HUMAN RESOURCES COMMITTEE

Robert N. Miller, Chairman

Brett A. Nielsen, Vice-Chairman

Q.A. Shakoor, II, Secretary

Janet Bernberg

John A. Wisch

Mike Dawson

Thomas Pringle

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12

Res No. 2019-

Page Two

The foregoing legislation adopted by the County Board of Supervisors of  
Racine County, Wisconsin, is hereby:

Approved: \_\_\_\_\_

Vetoed: \_\_\_\_\_

Date: \_\_\_\_\_,

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Jonathan Delagrave, County Executive