



Bargaining Committee Agenda

January 6, 2016
4:30 p.m.

BARGAINING COMMITTEE AGENDA

1. Call to Order
2. Minute Approval
 - December 15, 2015 - [Bargaining Minutes 12-15-2015](#)
3. Discussion and Action Items:
 - Vacant Clerk II Position - [Clerk II Job Ad](#)
 - Health Care Benefits – Cost Sharing - [Health Care Benefits - Cost Sharing](#)
4. Adjourn to Closed Session for discussion regarding: Wisconsin Statutes **§19.85(1)(e)** Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session – Fire Department Union Negotiations for 2016-2017 Labor Agreement
5. Upon conclusion of the Closed Session, the Committee may reconvene into Open Session for potential action on Closed Session discussion
6. Adjourn

PUBLIC NOTICE

Upon reasonable notice, a good faith effort will be made to accommodate the needs of individuals to participate in public hearings, which have a qualifying disability under the Americans with Disabilities Act. Requests should be made as far advance as possible, preferably a minimum of 48 hours. For additional information or to request this service, contact the St. Francis City Clerk at 481-2300 Extension #4305. The meeting room is wheelchair accessible from the east and west entrances.

NOTE: There is a potential that a quorum of the Common Council may be present.

**MINUTES OF THE BARGAINING COMMITTEE MEETING HELD
DECEMBER 15, 2015**

Present: Alderpersons Fliss and Wattawa

Also Present: City Administrator Rhode, City Clerk/Treasurer Uecker, Chief Lockwood, Chief Dietrich

Excused: Alderman Brickner

Chairwoman Fliss called the meeting to order at 4:40 p.m.

Moved by Alderman Wattawa, seconded by Alderwoman Fliss to place on file the minutes of the Bargaining Committee meetings held November 11, November 17, November 18 and December 2, 2015. Motion carried.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to Adjourn to Closed Session for discussion regarding: Wisconsin Statutes **§19.85(1)(e)** Deliberating or negotiating the purchasing of public properties, the investing of public funds, or conducting other specified public business, whenever competitive or bargaining reasons require a closed session – Police Department Union Negotiations for 2016-2017 Labor Agreement. Motion carried.

Time: 4:41 p.m.

Moved by Alderman Wattawa, seconded by Alderwoman Fliss to reconvene to Open Session. Motion carried.

Time: 5:07 p.m.

Moved by Alderwoman Fliss, seconded by Alderman Wattawa to adjourn. Motion carried.

Time: 5:07 p.m.

CLERK II

CLERK II - FULL TIME: City of St. Francis, (pop.9448) seeks to fill a full time position. This position is in the City Administration Office. Responsibilities include processing payroll and supporting documentation for all employee; maintaining property, liability and workers compensation insurances; processing quarterly and annual sewer billing focusing on increased social media; answering telephone calls and providing customer service; assist with newsletters and mailings; assisting with marketing materials for the City; ordering office supplies; preparing outgoing mail; sort and distribute incoming mail; processing payments not limited to taxes, sewer bills, building permits, police citations; balancing cash drawers; accept and process license applications; assist in voter registration; and performing other duties as may be assigned.

Graduation from high school or GED equivalent is required; post high school education desirable, along with working knowledge of business office practices, including Microsoft Office Suite, business machines and office equipment. The successful candidate will have strong customer service and computer skills; excellent organizational and communication skills; and the ability to meet deadlines and attend to details. Annual wage is \$33,000 - \$39,000 plus a generous benefit package.

Send cover letter, City application and resume by January 31, 2016 to:

**Anne B. Uecker, MMC/WCPC
City Clerk/Treasurer
3400 East Howard Avenue
St. Francis, Wisconsin 53235**

**For more information call
(414) 481-2300 Ext. #4305
anne.uecker@stfranwi.org**



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Bargaining

« SECTIONS SHRM (/Pages/default.aspx) » Templates & Samples (/TemplatesTools/Pages/default.aspx) » HR Q&As

Health Care Benefits: Cost Sharing: What is a spousal carve out and a spousal surcharge program, and how do they differ?

3/25/2015

Permissions



A spousal carve out is a health insurance plan design employers use to control health care costs by placing restrictions on coverage for an employee's spouse. Another term used for this type of plan design is the "working spouse rule." Employers commonly use several spousal carve out design variations. However, most designs apply such restrictions only to spouses who have coverage available from another employer. The most aggressive design simply defines the spouse as ineligible for the plan entirely if the spouse has coverage available from another employer. (Under the Patient Protection and Affordable Care Act

(/legalissues/federalresources/federalstatutesregulationsandguidanc/pages/patientprotecionandaffordablecareact.aspx), or the PPACA, a covered employer does not have to offer spousal coverage but does have to cover eligible dependent children to avoid penalties.)

An alternate design is a spousal surcharge approach. With a spousal surcharge program an employee must pay an additional cost to cover a working spouse who has the option to elect health coverage from his or her employer and has declined the coverage. In contrast, some employers prefer a positive approach by providing a monetary reward or incentive to employees who do not enroll their spouses in the employee plan. A less aggressive design method is permitting spouses to enroll in the employee plan only if they also enroll in a plan available through their employers, if applicable. This cost control method is based on the premise that the employee plan will be secondary to the spouse's plan, thereby reducing costs.

Most spousal surcharges do not apply to spouses who are not employed or whose employers do not offer health insurance. They also are not applicable to coverage for children. The spousal surcharge concept was created as a means to help the employer recoup the cost of the spousal coverage as well as create an incentive for the spouse to enroll in his or her own plan.

Most employers using a spousal surcharge require an employee who enrolls a spouse in the plan to pay the surcharge unless the employee can verify that the spouse is not eligible to enroll in his or her plan, is eligible but not allowed to participate for a particular reason, or is not employed. A spousal surcharge will apply only if the spouse declines coverage in his or her own employer's plan when eligible to enroll.

The difference between a spousal carve out and a spousal surcharge is that in the carve out the employer defines plan eligibility so that spouses are ineligible to participate if they are eligible for other employer-sponsored coverage. With the spousal surcharge, the employer will implement a surcharge for spouses who are eligible for other employer-sponsored coverage. The two programs also have different Health Insurance Portability and Accountability Act ([/legalissues/federalresources/federalstatutesregulationsandguidanc/pages/healthinsuranceportabilityandaccountabilityact\(hipaa\)of1996.aspx](/legalissues/federalresources/federalstatutesregulationsandguidanc/pages/healthinsuranceportabilityandaccountabilityact(hipaa)of1996.aspx)) (HIPAA) implications. With the spousal carve out, the loss of coverage for the spouse will trigger a HIPAA special enrollment and would require the spouse's employer-sponsored plan to allow the spouse to enroll in that plan. The implementation of a spousal surcharge, however, does not trigger a HIPAA special enrollment and would not require the spouse's employer to allow a midyear enrollment. Though the loss of coverage is a qualifying event for HIPAA purposes, the loss of eligibility due to a plan change is not a COBRA qualifying event for the spouse.

Spousal carve out and spousal surcharge programs may help reduce rising health care costs particularly for employers with generous plan provisions for dependent care and plans in which a significant portion of the enrolled population elects family coverage. Before implementing one of these plans, an employer needs to carefully consider several **»**issues. Some states have laws and regulations that limit the design of spousal carve out and surcharge plan provisions. In many cases, these laws and regulations prohibit discrimination (e.g., sex or marital status discrimination) that can result from an employer adopting spousal carve out or surcharge language in a plan. An employer should check with its state insurance commissioner for any laws, regulations or public policy issues that may affect spousal carve out or surcharge, and consult with legal counsel, its insurance broker and its carrier before amending its plan.

An employer should also consider the administrative burden versus potential cost-savings, employee-relations issues and demographics of its workforce to determine what, if any, approach is appropriate for its organization. According to the SHRM/EBRI 2014 Health Benefits Survey (</research/surveyfindings/articles/pages/shrm-ebri-health-benefits.aspx>), 7.9 percent of respondents have adopted a spousal carve out plan and 6.7 percent a spousal surcharge plan.

Express Requests

The HR Knowledge Center has gathered resources on current topics in HR management. Click here (<http://apps.shrm.org/HRResources/ExpressRequests.aspx?type=6>) to view and request information.

This material is for informational purposes only and not for purpose of providing legal advice. You should always contact your attorney to determine if this information, and your interpretation of it, is appropriate to your particular situation.

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RELATED CONTENT

Slower Rate Hikes but Deductibles Doubled Over 5 Years (</hrdisciplines/benefits/Articles/Pages/premiums-deductibles-trends.aspx>)

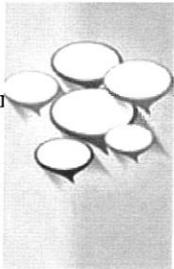
'Carving Out' Spousal Benefits: Cost-Cutting with Repercussions (/hrdisciplines/benefits/Articles/Pages/spousal-carve-outs.aspx)

Is Self-Care the New Health Care? (/hrdisciplines/benefits/Articles/Pages/self-care-healthcare.aspx)

A Guide to Medicaid Migration for Low-Income Workers (/hrdisciplines/benefits/Articles/Pages/medicaid-coverage-employees.aspx)

2015 Strategic Benefits—Health Care (/Research/SurveyFindings/Pages/2015-Strategic-Benefits—Health-Care.aspx)

TOP PICKS: COMMUNICATION



Open Enrollment:
Getting HR's House in
Order
(http://www.shrm.org/mul
Webcast: Legally and
effectively communicate
your benefits. Nov. 5, 2
11 AM PT



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