

Personnel Committee

Meeting called to order at 9:32 am

October 20, 2023

In attendance: Terry Jeffrey, Amy Bakkum, Jill Crafton, Dorothy Pedersen, Ken Carlson of North Risk Partners (Hybrid, with Ken attending virtually)

Agenda approved.

No Old Business; New Business Items Discussed:

1. Benefits renewal for 2024: Ken of North Risk Partners presented our 2024 benefits renewal changes. Health care: Health Partners Achieve Network has a 10.3% increase in premium, which is about \$7030 for next year. By comparison, BC/BS, Medica and United Health are in the 9-16% increase range; Ken said 10%+ increase is what he is seeing from all the plans he sells. The Health Partners family deductible includes an embedded maximum out of pocket, which is an added benefit. We could choose to increase the deductible on our plan to decrease the cost of the premium increase. Terry does have the budget to cover the increase, and recommends we stay with our current plan. Our dental premium will increase 4.2%, or about \$25 total per month; group term life is increasing \$7.25/mo; none of the other benefits are changing. Ken will follow up with Terry to send forms for the employees to adjust their coverage, due back to him by December 31. Included in our benefits package purchase with North Risk: Zywave (a HR resource website/library free to us); Mammoth Support Center for HR assistance, and the Wagner/Falconer law firm provides free HR assistance. We continue to have benefits, compensation, and employment law assistance with these 3 programs.
Ken reported all brokers are paid the same amount from the health care providers to sell their service: \$26 per employee for health, and 10% of the premium for all other benefits. North Risk provides benefits support to at least a dozen other watershed districts, as well as several conservation districts in Minnesota.
2. Salary Survey from the League of MN Cities: Our newest survey results aren't as directly applicable as those from other metro watershed districts, as most cities have a wider variety of positions. Dorothy reported asking for a benefits survey from Minnesota Watersheds several times; perhaps we

could form a metro watershed group that would conduct a new survey every two years or so and split the cost. We have good survey results from last year and from the League for this year's comp analysis; Terry will talk with the other Metro District Administrators, and see if the idea might interest them for 2025-26.

Upcoming topics: 1) The 2024 compensation increase 2)Some minor legal updates are necessary to the Personnel Handbook, but we are still waiting on BWSR's Personnel Handbook as a guideline before we revise ours. They think it may be the middle of next year. 3) The District Administrator's review

Meeting adjourned at 10:10 am.

Next Personnel Committee: TBD, November 2023