

## **FINANCE AND PERSONNEL COMMITTEE MEETING MINUTES APRIL 27, 2009**

The meeting was called to order by Mayor Dave Breunig at 7:00 PM. Present at roll call were: Mayor Breunig, Bev Anderson, Cindy Corley and Dave Gough. Absent: None. Also present were: Don Osterday, Steve Pickett, Bill McDaniel, Tim McGuire, Tony Ruesga and Phil Risseeuw.

Motion by Gough second by Corley that the meeting notice and agenda were properly posted. Motion carried. Motion by Corley second by Anderson to approve the minutes of the previous meeting. Motion carried.

Under new business, discussion was held concerning a grievance filed by Darlington Professional Police Association regarding reimbursement of dental and optical expenses for Tim McGuire. Union representative Tony Ruesga and Tim McGuire attended the meeting to present information and answer questions regarding the grievance. Bill McDaniel then reported on the events that lead to the filing of the grievance. Tim McGuire retired his full time police officer position on January 6, 2009. Tim's health insurance coverage with the City expired on January 31, 2009. According to the guidelines of the City's dental/optical reimbursement plan, the dental/optical reimbursement plan terminates upon termination of employment. Tim submitted bills for optical expenses and dental expenses for reimbursement, with dates of service after his termination date, and Phil Risseeuw denied payment. Chief King then referred the matter to Attorney McDaniel for his review and opinion. Attorney McDaniel reviewed the union contract, and the guidelines of the dental/optical reimbursement plan, and determined Clerk-Treasurer Phil Risseeuw acted correctly.

Tim McGuire then presented his reasoning for the continuation of dental/optical reimbursement plan after termination. He stated in union negotiations back in the early 1990's, dental coverage was added to the medical insurance plan. At that time, the Teamsters represented the Police Union. For the 2003 – 2005 union contract the Police Union switched representation to the Wisconsin Professional Police Association. For this contract the health insurance coverage wording in the union contract was changed to "the employer agrees that it will continue to provide comparable health care benefits". Tim believes the word "comparable" in this contract means the City is required to provide dental coverage with the health coverage.

In 2000, the City Council switched health insurance coverage from Unity Health Insurance to the State of Wisconsin, Employee Trust Funds health insurance plan. Since the new health insurance plan did not include dental/optical coverage, a self insurance dental/optical reimbursement plan was also approved by the Council effective 1-1-01. The Council intended for these new programs would cover all City employees, including the police officers. Tim McGuire stated he feels since the union contract did not approve this change, he should be covered by the wording in the early 1990's contract.

Discussion items included the following:

- There is a discrepancy between the employee trust funds health insurance plan and the dental/optical reimbursement plan as far as termination dates. The health insurance plan covers the employee through the end of the month of his termination date. The dental/optical reimbursement plan coverage terminates on the employees termination date. The termination dates need to be the same.
- Tim McGuire is no longer a full time City employee; he is a Wisconsin Retirement System annuitant. According to union contract, the City agreed to pay his monthly health insurance premiums from his accrued sick leave until it runs out.
- Based on the information above, Tim believed he would have dental/optical coverage for as long as his medical insurance premiums are paid by the City. He now understands his health insurance coverage by the City ended January 31, 2009.
- Since Tim McGuire has invoices from January, 2009 and February, 2009; based on the information above should only the January, 2009 invoices be paid.

After discussion and consideration, motion by Anderson second by Gough to approve the payment of the January, 2009 and February, 2009 dental and optical invoices of Tim McGuire in the amount of \$744.92; upon his signature of a stipulation agreement to withdraw his grievance; and change the dental/optical reimbursement plan termination date to coincide with the termination date of the health insurance plan. Motion carried.

There being no further business for this meeting, motion by Anderson second by Corley to adjourn the meeting at 8:00 PM. Motion carried.

CITY OF DARLINGTON

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Philip A. Risseuw, Clerk-Treasurer