

Village of Balsam Lake  
Labor Committee September 10, 2013  
Village Hall 6:00 pm – 6:15 pm

Meeting called to order by Vera Bollinger.

Members present: Vera Bollinger, Geno D'Agostino, Caroline Rediske  
Others present: Keith Swenson, Jim Duncan, Cody Korsan

The Village received information from our Medica Health Insurance carrier in regards to the new provisions of the Accountable Care Act (ACA) which will take effect in January 2014. The benefit plans and provider networks Medica will offer in 2014 will change. Some small group employers may choose to change their Medica plan effective date. Medica is prepared to support their customers in this process. While the impact on rates for small group employers will vary many employers may receive a significant rate increase upon renewal in 2014. The increase could range between 25 – 55 %. A customer's decision to change the effective date to December 1, 2013 will allow them to preserve current benefits and provider networks through November 2014. Our current effective date would be April 1<sup>st</sup> 2014. The current rates will increase approximately 12.6% as of December 1<sup>st</sup> 2013. A much smaller increase than it would be in 2014. Approval for the effective date change confirmation must be made by September 15, 2013. **Motion by Caroline Rediske to change the effective date for Medica Health Insurance to December 1<sup>st</sup>, 2013. Seconded by Vera Bollinger. All in favor. Carried.**

**Motion by Caroline Rediske to go into closed session under State Statute 19.85 (1) (c). Considering employment promotion, compensation or performance data. Seconded by Geno D'Agostino. All in favor. Carried.** The purpose of this closed session is to discuss the Village of Balsam Lake Labor Agreement for the period October 1, 2013 through September 30, 2014 and approve wage rate increase for the Department of Public Works.

**Motion by Geno D'Agostino to go into open session. Seconded by Caroline Rediske. All in favor. Carried.**

The Labor Committee discussed a wage increase with an effective date of October 1, 2013 through September 30, 2014 for the Department of Public Works (Director of Public Works, Assistant Director of Public Works, Street Crew, Clerk-Treasurer and the Deputy Clerk Treasurer). The Labor Committee recommends approving a wage increase of 1.79% for the Department of Public Works. **Motion by Geno D'Agostino to recommend to the Village Board to approve the wage increase of 1.79% for the Department of Public Works with an effective date of October 1, 2013 for one year. Seconded by Caroline Rediske. All in favor. Carried.**

The Labor Committee, the Department of Public Works and the Village Attorney will create an employee handbook which will replace the Department of Public Works agreement titled "Labor Agreement". Until the employee handbook is created the Department of Public Works will continue to work under this agreement titled "Labor Agreement with an ending date of September 30, 2013".

Motion by Geno D'Agostino to adjourn. Seconded by Caroline Rediske. Carried.

Lori Duncan, Village Clerk-Treasurer