

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL, HEARING ROOM
9229 W. Loomis Road, Franklin, WI 53132
Monday, October 16th, 2023 – 6:00 p.m.**

AGENDA

- I. Call to Order, Roll Call, and Pledge of Allegiance
- II. Citizen Comment Period
- III. Approval of the Minutes from 7/17/2023
- IV. 2024 Benefit Renewals – Approval of 2024 Employee Benefit-Related Coverages, Carriers, and Premium Shares, Including: Health Insurance, Stop-Loss Insurance, Dental Insurance, Vision Insurance, Supplemental Life Insurance, Flexible Spending, Health Savings Accounts, Health Reimbursement Arrangements, and Related Contracts.
- V. Discussion regarding Employee Benefit Survey (no action will be taken at this meeting)³
- VI. Amendment to the Employee Handbook to include the Police Chief in positions eligible for Retiree Health Insurance Coverage
- VII. Update on the Compensation Study
- VIII. Employee Recruitment and Retention Policy which was approved by Common Council on 7/6/2021
- IX. Staffing Report
- X. Next Scheduled Meeting Date – November 20th, 2023
- XI. Adjournment

*Notice is given that a majority of members of the Common Council of the municipality are expected to attend this meeting to gather information about an agenda item over which they have decision-making responsibility. This may constitute a meeting of the Common Council per *States ex re Badke v Greendale Village Bd* even though the Common Council will not take formal action at this meeting.

III

**CITY OF FRANKLIN
PERSONNEL COMMITTEE MEETING
FRANKLIN CITY HALL HEARING ROOM
9229 W. Loomis Rd., Franklin, Wisconsin
6:00 p.m., July 17th, 2023**

MINUTES

- I. The July 17th, 2023 Personnel Committee Meeting was called to order at 6:00 p.m. by Chair Wikel in the Hearing Room at City Hall. Members present were Chair Wikel, Alderman Barber, Alderman Holpfer, Alderman Hasan, Traynor, Emmons, and Prusko. Member Budny was absent. Also in attendance were Director of Administration Hersh and Human Resources Manager Zahn.
- II. Welcome to New Members and Introductions
- III. Citizen comment period

There were no comments during the citizen comment period.
- IV. Approval of the Minutes from 6/19/2023

Motion by Member Traynor and seconded by Alderman Barber to approve the minutes from 6/19/2023 as written. Motion Carried: Ayes- All.
- V. Election of Officers

Motion by Member Traynor and seconded by Member Prusko to nominate Alderman Barber as Chair. Motion by Alderman Barber and seconded by Alderman Holpfer to nominate Dale Wikel as Chair. Upon voting 3 members voted for Alderman Barber and 3 members voted for Dale Wikel.

Motion by Member Traynor and seconded by Alderman Holpfer to nominate Dale Wikel as Chair and Alderman Barber as Vice-Chair. Motion Carried: Ayes – All.
- VI. Adjustment of Sick Leave and Holiday Benefits for the Fire Battalion Chiefs to more closely align with benefit changes for the Fire Union Members

Motion by Alderman Barber and seconded by Alderman Holpfer to recommend to Common Council the implementation of the two benefit changes for the Battalion Chiefs effective 1/1/24 and authorization to insert the recommended language changes into the Employee Handbook. Motion Carried: Ayes – All.
- VII. Strategy for Updating the Classification and Compensation Study

Motion by Alderman Barber and seconded by Member Emmons to table the discussion regarding the compensation plan until the January 2024 meeting so that discussion can be held after the report is received by the consultant and that the results can be put into the next years budget. Motion Carried: Ayes – All.

Motion by Alderman Holpfer and seconded by Alderman Barber to proceed with a study thru GovHR for a compensation study as discussed. Motion Carried: Ayes – All.

VIII Department of Administration Updates

Director of Administration Hersh informed the group that the Police labor agreement had been settled. She also informed the group that she was looking into motivational items to improve morale and discussed the need for training, education, evaluations, etc.

Human Resources Manager Zahn distributed information regarding all terminations over the past 5 ½ years and the reasons for employees leaving (which had been requested by the group in June).

No action was taken.

IX. Staffing Report

Information was provided but no action was needed.

X Next Meeting Date

The next regularly scheduled meeting is planned for July 17th, 2023.

XI. Adjournment

Motion by Member Traynor and seconded by Alderman Barber to adjourn the Personnel Committee meeting at 7:17 p.m. Motion carried: Ayes-All.

APPROVAL	REQUEST FOR COUNCIL ACTION	MEETING DATE 10/17/2023
REPORTS & RECOMMENDATIONS	Recommendation for 2024 Employee Benefit-Related Coverages, Carriers, and Premium Shares, Including Health Insurance, Wellness, Health and Wellness Supplementary Programs, Dental Insurance, and Related Contracts.	ITEM NUMBER

Below is information relative to each element of the City's Health Insurance, Wellness, Health and Wellness Supplementary Programs, Dental Insurance Plan, and related contracts for 2024, and a recommendation on the same. Attached, as *Exhibit A*, is a draft of the 2024 Budget along with a comparison to the 2023 Adopted Budget.

The items in bold text are recommended changes for 2024.

Since the City performed an RFP process for the benefits consulting partner and previously contracted for that work for 2023, it is not part of this recommendation for 2024.

The Personnel Committee is considering this item at their October 16, 2023, meeting, and any recommendation made by the Committee will be presented to the Common Council at the Meeting.

RECOMMENDATION

Staff recommends that the Common Council approve the following proposed plan elements for 2024:

1. Continuation of UMR as the Third-Party Administrator (TPA) for the City's two (2) health insurance plans, PPO and HDHP, as well as the administrator to manage the Health Reimbursement Arrangement (HRA) Program and COBRA Program, as an extension to the existing three-year agreement which goes through 2024. The City's experience with this provider has been favorable.
2. Changes to overall premiums and employee premium shares for 2024 health insurance are detailed in *Exhibit B*. Due to higher-than-anticipated claims costs over the past year, premiums and employee premiums will need to be increased for the first time in over 5 years.
3. Continue the primary care model for the health insurance premium incentive. This entails that employees/spouses submit proof that they have undergone an annual, age and gender-specific physical and corresponding bloodwork to receive the preferred/wellness rate for the health insurance plan for the following year. For 2024, with only 3 weeks until the deadline, only 60% of our employees have met this requirement. The annual physical is recommended to be completed through Nice Healthcare since there is no cost to the employee or spouse.
4. Continue with the Health Savings Account (HSA) contributions in 2024, at annual amounts of \$750 for a single plan and \$1,500 for a family plan. These contributions will continue to be distributed monthly.
5. The current HSA agreement with Associated Bank will not change. A three-year renewal was accepted last year as it extended the waiver of monthly service fees for accounts with balances less than \$1,000, and there were no monthly service fees for accounts with balances of \$1,000 or more. A renewal agreement/amendment was processed as part of last year's budget and benefit acceptance. The City's experience with this provider has been favorable.

6. Continue with the Health Reimbursement Arrangement (HRA) for 2024, up to \$1,250 for a single plan and up to \$2,500 for a family plan, which provides coverage for employees enrolled in the High Deductible Health Plan (HDHP), to help offset deductible and out-of-pocket costs. **The HRA becomes available once the employee reaches the access point of \$1,600 for a single plan and \$3,200 for a family plan. Due to an IRS regulatory adjustment for qualified high-deductible health plans, these access points had to increase slightly from \$1,500/\$3,000. This requirement also changes the individual deductible on a family plan from \$3,000 to \$3,200. The out-of-pocket maximum is not being changed.**
7. Remove the below language from the Health Plan Summary Plan Description. This continuation is no longer necessary now that pre-existing conditions are no longer excluded from insurance plans.
 - **If, at the time coverage terminates, a Covered Person is Totally Disabled, benefits will be paid for charges Incurred before the earlier of:**
 - **The date the Covered Person is no longer Totally Disabled; or**
 - **12 months from the date coverage would have ended**

Benefits will be paid only for the illness for which the Covered Person is Totally Disabled and only to the extent that benefits would have been paid if the coverage had not been terminated. COBRA coverage, if elected, will run concurrently with this extension of benefits period, subject to all COBRA regulations and premium payments as described in this document.
8. Continue with the Nice Healthcare Program; a one-year renewal with a yearly price increase of \$60 per employee is recommended. The City's experience with this provider has been favorable.
9. **Go365, the wellness program offered by Humana, won't be offered in 2024. This is not the City's decision; the provider is discontinuing the program in 2024.**
10. Continue with Serve You Rx as the Pharmacy Benefit Manager. Serve You provided us with enhanced pricing effective 10/1/23. The City's experience with this provider has been favorable.
11. Continue with Symetra as the provider/administrator of the stop loss protection. **The recommended renewal offer for this coverage with Symetra is at the \$90,000 specific deductible with an increase of 10.9%. This represents an increase over approximately \$67,000 but is approximately \$57,000 below the current \$80,000 specific deductible renewal, which would be an increase of 10.9%, as illustrated in *Exhibit C*. The City's experience with this provider has been favorable.**
12. Continue with Prudential as the provider for both the City's life insurance and long-term disability plans under a three-year agreement that goes through 2024. The City's experience with this provider has been favorable.
13. Continue with Delta Dental as the Third-Party Administrator for the City's dental plan under a three-year agreement through 2024. The City's experience with this provider has been favorable. **Add an optional HMO plan, CarePlus, to the dental offering, providing a choice to the employee. This dual-choice option will include orthodontic coverage, which many employees have requested, but at a cheaper premium, as coverage must be obtained at a limited network of providers.**
14. Continue with VSP as the City's voluntary vision plan provider. VSP has extended its initial rate guarantee through 2025. The City's experience with this provider has been favorable.
15. Continue with the flexible spending program through Employee Benefits Corporation, including dependent care, standard health care, and limited health care. Rates will remain the same for 2024. The City's experience with this provider has been favorable.
16. Continue with the USI Benefit Resource Center, at no additional cost, for employees to provide another point of contact for items such as (1) customer service representatives to assist with finding providers; (2) obtaining detailed benefits information; (3) assisting with the open enrollment process; (4) being able to answer just about any question posed regarding the City's insurance benefits; (5) a repository for the City's Plan Documents; and (6) videos and tutorials that are available on demand for employees.

All items included in this recommendation are consistent with the Mayor's Recommended 2024 Budget. These recommendations are similar to prior budgets, striving to contain overall plan costs, engage employees, and provide sufficient benefits to attract and retain quality employees.

COUNCIL ACTION REQUESTED

Motion to approve the 2024 employee benefit-related coverages, carriers, and premium shares, as outlined herein, including health insurance, wellness, health and wellness supplementary programs, and dental insurance; authorize the Director of Administration to execute the appropriate related contracts and authorize Human Resources to incorporate the approved changes into the Employee Handbook.

DOA – KH / HR - DZ

BUDGET REPORT FOR CITY OF FRANKLIN
Fund: 75 SELF-INSURANCE FUND

EXHIBIT A

GL NUMBER	DESCRIPTION	2024 MAYOR RECOMMEND BUDGET	2024 DEPT REQUEST BUDGET	2023 PROJECTED ACTIVITY	2023 ORIGINAL BUDGET	2022 ACTIVITY	2021 ACTIVITY
ESTIMATED REVENUES							
Dept 0000 - GENERAL							
75-0000-4711 *	INTEREST ON INVESTMENTS	148,000	148,000	140,000	15,000	49,122	48,685
75-0000-4713	INVESTMENT GAINS/LOSSES					(11,235)	(49,445)
75-0000-4781	REFUNDS/REIMBURSEMENTS			830		2,807	
Totals for dept 0000 - GENERAL		148,000	148,000	140,830	15,000	40,694	(760)
Dept 5010 - MEDICAL INSURANCE							
75-5010-4701	GROUP HEALTH CHARGES-CITY	710,020	710,020	689,200	689,200	701,309	722,956
75-5010-4704	GROUP HEALTH CHG-MEDICAL-EMPLOYE	167,795	167,795	180,000	180,000	181,879	204,323
75-5010-4706	STOP LOSS PREMIUM REBATE			15,000			48,415
75-5010-4707	PHARMACY RX REBATES	45,000	45,000	43,300	43,300	36,415	43,303
Totals for dept 5010 - MEDICAL INSURANCE		922,815	922,815	927,500	912,500	919,603	1,018,997
Dept 5011 - COBRA - TRADITIONAL PLAN							
75-5011-4703	COBRA- GROUP HEALTH CHARGES			6,800			196
Totals for dept 5011 - COBRA - TRADITIONAL PLAN				6,800			196
Dept 5012 - MEDICAL HIGH DEDUCTIBLE							
75-5012-4701	GROUP HEALTH CHARGES-CITY	2,575,120	2,575,120	1,600,000	1,600,000	1,656,153	1,441,871
75-5012-4704	GROUP HEALTH CHARGES-EMPLOYEE	370,010	370,010	295,000	295,000	259,594	245,614
75-5012-4707	RX CLAIM REBATES			81,000	38,000	40,303	15,806
Totals for dept 5012 - MEDICAL HIGH DEDUCTIBLE		2,945,130	2,945,130	1,976,000	1,933,000	1,956,050	1,703,291
Dept 5016 - COBRA - HIGH DEDCUTIBLE PLAN							
75-5016-4703	GRP HEALTH CHRGS -COBRA HIGH DEDL					2,488	1,759
Totals for dept 5016 - COBRA - HIGH DEDCUTIBLE PLAN						2,488	1,759
Dept 5020 - DENTAL INSURANCE							
75-5020-4701	DENTAL CHARGES - CITY ACTIVE	145,000	145,000	87,455	122,400	98,798	118,882
75-5020-4703	GROUP HEALTH CHARGES-RETIREE	3,000	3,000	2,476	3,000	2,592	2,592
75-5020-4704	DENTAL - GRP HEALTH	70,000	70,000	47,032	60,000	51,252	54,455
Totals for dept 5020 - DENTAL INSURANCE		218,000	218,000	136,963	185,400	152,642	175,929
Dept 5021 - COBRA - DENTAL ACTIVE							
75-5021-4703	COBRA-GROUP DENTAL CHARGES-ACTIV			1,928			196
Totals for dept 5021 - COBRA - DENTAL ACTIVE				1,928			196
Dept 5025 - DENTAL - RETIREE							
75-5025-4703	RETIREE DENTAL-RETIREE			1,113		1,266	
Totals for dept 5025 - DENTAL - RETIREE				1,113		1,266	
Dept 5026 - COBRA - DENTAL - RETIREE							
75-5026-4703	COBRA-RETIREE-DENTAL CHARGES-RET						239
Totals for dept 5026 - COBRA - DENTAL - RETIREE							239
TOTAL ESTIMATED REVENUES		4,233,945	4,233,945	3,191,134	3,045,900	3,072,743	2,899,847

APPROPRIATIONS

Dept 0147 - ADMINISTRATION

BUDGET REPORT FOR CITY OF FRANKLIN
Fund: 75 SELF-INSURANCE FUND

GL NUMBER	DESCRIPTION	2024 MAYOR RECOMMEND BUDGET	2024 DEPT REQUEST BUDGET	2023 PROJECTED ACTIVITY	2023 ORIGINAL BUDGET	2022 ACTIVITY	2021 ACTIVITY
APPROPRIATIONS							
Dept 0147 - ADMINISTRATION							
75-0147-5199	ALLOCATED PAYROLL COST	48,515	48,515	47,100	47,100	47,100	47,100
Totals for dept 0147 - ADMINISTRATION		48,515	48,515	47,100	47,100	47,100	47,100
Dept 0151 - FINANCE							
75-0151-5491	BANK FEES	2,700	2,700	2,700	2,700	2,393	
Totals for dept 0151 - FINANCE		2,700	2,700	2,700	2,700	2,393	
Dept 5010 - MEDICAL INSURANCE							
75-5010-5501	IncurMedClaimCurrentYrActive	700,000	700,000	600,000	600,000	163,461	447,596
75-5010-5502	PRESCRIPTION DRUG CLAIMS - ACTIVE			180,000	180,000	149,889	93,116
75-5010-5503	CLAIM FEES - ACTIVE	45,000	45,000	75,672	85,000	75,609	85,479
75-5010-5504	MISC WELLNESS EXP - ACTIVE			34,004	34,000	35,566	28,299
75-5010-5505	STOP LOSS PREMIUMS - ACTIVE	140,000	140,000	129,466	180,000	146,195	175,676
75-5010-5506	REFUNDS-STOP LOSS COV - ACTIVE			(7,644)			
75-5010-5507	SECTION 125-FLEX & MISC EXP - ACT			(350)	1,300	1,746	(4,527)
75-5010-5509	INCURRED CLAIM-PR YR - ACTIVE	100,000	100,000	113,799	100,000	68,860	160,353
75-5010-5580	ACA TRANSITIONAL REINSURANCE FEES	1,100	1,100	1,598	1,100	865	1,311
Totals for dept 5010 - MEDICAL INSURANCE		986,100	986,100	1,126,545	1,181,400	642,191	987,303
Dept 5011 - COBRA - TRADITIONAL PLAN							
75-5011-5501	COBRA-Incur Claim-Current Year					458	6,842
75-5011-5502	COBRA-PRESCRIPTION DRUG CLAIMS					2,159	1,407
75-5011-5509	COBRA-HEALTH-INCURRED CLAIM-PRIOR						862
Totals for dept 5011 - COBRA - TRADITIONAL PLAN						2,617	9,111
Dept 5012 - MEDICAL HIGH DEDUCTIBLE							
75-5012-5162	EMPLOYER HSA CONTRIBUTION	177,000	177,000	131,255	154,500	140,625	135,625
75-5012-5501	INCURRED CLAIM-CURRENT YEAR	2,232,000	2,232,000	1,359,297	1,140,000	1,250,225	971,770
75-5012-5502	PRESCRIPTION DRUG CLAIMS	490,000	490,000	232,667	198,000	203,180	108,875
75-5012-5503	CLAIM FEES	102,000	102,000	97,165	102,000	95,146	101,349
75-5012-5505	STOP LOSS PREMIUMS	503,000	503,000	393,773	370,000	349,305	357,647
75-5012-5506	REFUNDS-STOP LOSS COVERAGE			(140,155)		(21,045)	(99,496)
75-5012-5509	INCURRED CLAIM-PRIOR YEAR	125,000	125,000	290,428	125,000	118,084	131,447
Totals for dept 5012 - MEDICAL HIGH DEDUCTIBLE		3,629,000	3,629,000	2,364,430	2,089,500	2,135,520	1,707,217
Dept 5016 - COBRA - HIGH DEDCUTIBLE PLAN							
75-5016-5501	INCURRED CLAIM-CURRENT YEAR				1,000	454	482
75-5016-5509	INCURRED CLAIM-PRIOR YEAR				1,000	454	482
Totals for dept 5016 - COBRA - HIGH DEDCUTIBLE PLAN					1,000	454	482
Dept 5020 - DENTAL INSURANCE							
75-5020-5501	Incur Dental Claim-Current Yr	175,000	175,000	170,000	140,000	140,495	154,470
75-5020-5503	DENTAL CLAIM FEES	11,462	11,462	11,462	8,500	5,378	14,461
75-5020-5509	DENTAL-INCURRED CLAIM-PRIOR YEAR	10,000	10,000	9,000	9,000	7,477	13,162
Totals for dept 5020 - DENTAL INSURANCE		196,462	196,462	190,462	157,500	153,350	182,093
Dept 5021 - COBRA - DENTAL ACTIVE							
75-5021-5501	COBRA-DentalIncurClaimCurYr			3,000		3,803	4,416

**BUDGET REPORT FOR CITY OF FRANKLIN
Fund: 75 SELF-INSURANCE FUND**

GL NUMBER	DESCRIPTION	2024 MAYOR RECOMMEND BUDGET	2024 DEPT REQUEST BUDGET	2023 PROJECTED ACTIVITY	2023 ORIGINAL BUDGET	2022 ACTIVITY	2021 ACTIVITY
APPROPRIATIONS							
Dept 5021 - COBRA - DENTAL ACTIVE							
75-5021-5503	COBRA-DENTAL-CLAIM FEES			35		43	
75-5021-5509	COBRA-DENTAL-INCURRED CLAIM-PRIOR					286	601
Totals for dept 5021 - COBRA - DENTAL ACTIVE				3,035		4,132	5,017
Dept 5025 - DENTAL - RETIREE							
75-5025-5501	Dental-Retiree-IncurClaim-CurrYr			2,000		4,636	7,248
75-5025-5503	DENTAL CLAIM FEES-RETIREE-CURRENT			10		72	145
75-5025-5509	DENTAL CLAIMS -PRIOR YEAR- RETIREE						128
Totals for dept 5025 - DENTAL - RETIREE				2,010		4,708	7,521
TOTAL APPROPRIATIONS		4,862,777	4,862,777	3,736,282	3,479,200	2,992,465	2,945,844
NET OF REVENUES/APPROPRIATIONS - FUND 75		(628,832)	(628,832)	(545,148)	(433,300)	80,278	(45,997)
BEGINNING FUND BALANCE		2,732,763	2,732,763	3,277,911	3,277,911	3,197,633	3,243,631
ENDING FUND BALANCE		2,103,931	2,103,931	2,732,763	2,844,611	3,277,911	3,197,634
DEPARTMENT 0000 GENERAL							
4711	INTEREST ON INVESTMENTS						
	FOOTNOTE AMOUNTS	148,000	148,000	140,000			
	Interest earnings on \$3,500,000 fund balance @4.25%						
	DEPT. '0000' TOTAL	148,000	148,000	140,000			

EXHIBIT B

	2023		11 months				
	Monthly Prem	EE / Month	ER / Month	ER Annual			
family - HDHP	1,724.74	232.26	1,368.11	16,417.28	0.135		
single - HDHP	714.88	96.02	567.29	6,807.46	0.134		
family - PPO	1,899.72	386.00	1,387.58	16,650.92	0.203		
single - PPO	790.54	160.00	578.00	6,935.94	0.202		
2024							
	2024		11 months			Without Biometrics	
	Monthly Prem	EE / Month	ER / Month	ER Annual			
family - HDHP	2,122.20	270.14	1,697.72	20,372.66	0.127	0.172	365.02
single - HDHP	947.63	111.38	766.56	9,198.75	0.118	0.163	154.46
family - PPO	2,325.71	448.96	1,720.35	20,644.25	0.193	0.238	553.52
single - PPO	1,035.63	186.10	778.74	9,344.83	0.180	0.225	233.02
Increase							
family - HDHP	23.04%	16.31%	24.09%	24.09%			
single - HDHP	32.56%	16.00%	35.13%	35.13%			
family - PPO	22.42%	16.31%	23.98%	23.98%			
single - PPO	31.00%	16.31%	34.73%	34.73%			

Specific Stop Loss		Current	Renewal	Option 1	Option 2	Option 3	Option 4
Carrier		Symetra	Symetra	Symetra	Berkshire Hathaway	Swiss Re	HCC
Carrier Rating		A	A	A	A++	A+	A++
TPA		UMR	UMR	UMR	UMR	UMR	UMR
PPO Network		UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +
UR Vendor		UMR	UMR	UMR	UMR	UMR	UMR
PBM		ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx
Stop Loss Commission:		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Specific Contract		Paid (36/12)	Paid (48/12)	Paid (48/12)	24/12	24/12	24/12
Specific Deductible		\$80,000	\$90,000	\$90,000	\$90,000	\$90,000	\$90,000
Aggregating Specific Deductible		\$75,000	\$75,000	\$88,500	\$75,000	\$75,000	\$75,000
NNL RC Included							Yes
RC %							100%
Benefits Included		Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx
Specific Policy Year Maximum		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Specific Lifetime Max		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Experience Refund		Yes	Yes	Yes	Yes	Yes	Yes
Single Premium	Lives						
56		\$131.63	\$143.93	\$141.08	\$87.65	\$175.65	\$134.07
Family Premium	138	\$318.01	\$353.51	\$346.51	\$260.02	\$433.58	\$354.34
Composite	194	\$264.21	\$293.01	\$287.21	\$210.26	\$359.13	\$290.76
Monthly Specific Premium		\$51,256.66	\$56,844.46	\$55,718.86	\$40,791.16	\$69,670.44	\$56,406.84
Annual Specific Premium		\$615,079.92	\$682,133.52	\$668,626.32	\$489,493.92	\$836,045.28	\$676,882.08
% Difference			10.90%	8.71%	-20.42%	35.92%	10.05%
Firm Through			Firm 10/26	Firm 10/26	Firm 10/26	Illustrative	Illustrative
Lasers					\$640K		
Aggregate Stop Loss							
Aggregate Contract		Paid (36/12)	Paid (48/12)	Paid (48/12)	24/12	24/12	24/12
Benefits Included		Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx
Aggregate Corridor		125%	125%	125%	125%	125%	125%
Aggregate TLO		No	No	No	No	No	No
Agg Accommodation		No	No	No	No	No	No
Aggregate Policy Year Maximum		\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000
Total Lives	194						
Composite Agg		\$8.64	\$9.67	\$9.67	\$10.22	\$10.76	\$7.45
TLO Agg Rate		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Agg Accom		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total		\$8.64	\$9.67	\$9.67	\$10.22	\$10.76	\$7.45
Monthly Aggregate Premium		\$1,676.16	\$1,875.98	\$1,875.98	\$1,982.68	\$2,087.44	\$1,445.30
Annual Aggregate Premium		\$20,113.92	\$22,511.76	\$22,511.76	\$23,792.16	\$25,049.28	\$17,343.60
% Difference			11.92%	11.92%	18.29%	24.54%	-13.77%
Aggregate Attachment							
Aggregate Attachment	Lives						
Single Attachment	56	\$667.49	\$855.95	\$855.95	\$712.96	\$829.83	\$843.91
Family Attachment	138	\$1,635.83	\$2,087.95	\$2,087.95	\$2,076.13	\$2,033.93	\$1,891.39
Composite	194	\$1,356.31	\$1,732.32	\$1,732.32	\$1,682.64	\$1,686.35	\$1,589.02
Monthly Claims Liability		\$263,123.98	\$336,070.30	\$336,070.30	\$326,431.70	\$327,152.82	\$308,270.78
Annual Claims Liability		\$3,157,487.76	\$4,032,843.60	\$4,032,843.60	\$3,917,180.40	\$3,925,833.84	\$3,699,249.36
% Difference			27.72%	27.72%	24.06%	24.33%	17.16%
Aggregate Run-in Limit		\$0.00	\$0.00	\$0.00	\$0.00	\$628,131.00	\$554,887.00
Total Reinsurance Expense							
Annual Fixed Premium		\$635,193.84	\$704,645.28	\$691,138.08	\$513,286.08	\$861,094.56	\$694,225.68
% Difference			10.93%	8.81%	-19.19%	35.56%	9.29%
Maximum Cost Liability w/o Laser(s)		\$3,792,681.60	\$4,737,488.88	\$4,723,981.68	\$4,430,466.48	\$4,786,928.40	\$4,393,475.04
% Difference			24.91%	24.56%	16.82%	26.21%	15.84%

* Additional Laser Liability = Total Laser Liability - Specific deductible x total number of lasered claimants
Proprietary & Confidential

Group: City of Franklin
 Effective Date: 01/01/2024

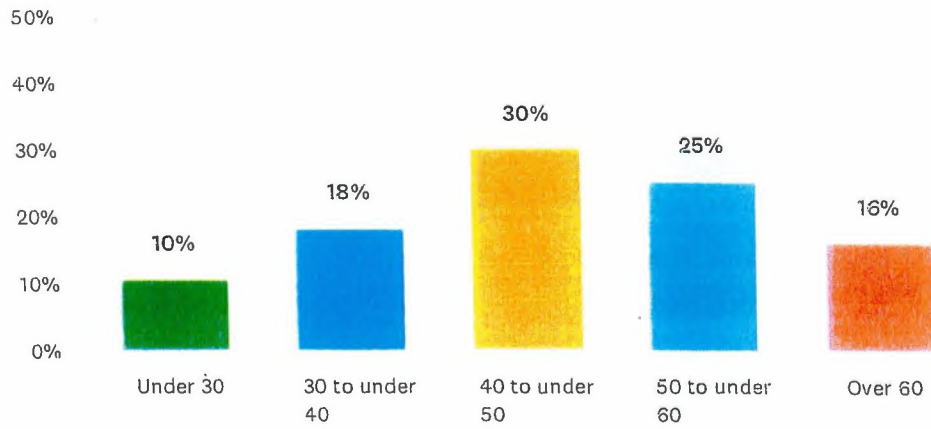
Specific Stop Loss		Current	Renewal	Option 1	Option 2	Option 3	Option 4
Carrier		Symetra	Symetra	Symetra	Berkshire Hathaway	Swiss Re	HCC
Carrier Rating		A	A	A	A++	A+	A++
TPA		UMR	UMR	UMR	UMR	UMR	UMR
PPO Network		UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +	UHC Choice +
UR Vendor		UMR	UMR	UMR	UMR	UMR	UMR
PBM		ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx	ServeYou Rx
Stop Loss Commission		0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
Specific Contract		Paid (36/12)	Paid (48/12)	Paid (48/12)	24/12	24/12	24/12
Specific Deductible		\$80,000	\$80,000	\$80,000	\$80,000	\$80,000	\$80,000
Aggregating Specific Deductible		\$75,000	\$75,000	\$88,500	\$75,000	\$75,000	\$75,000
NNL RC Included		Yes	Yes	Yes	Yes	Yes	Yes
RC %		50%	50%	50%	50%	50%	50%
Benefits Included		Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx
Specific Policy Year Maximum		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Specific Lifetime Max		Unlimited	Unlimited	Unlimited	Unlimited	Unlimited	Unlimited
Experience Refund		Yes	Yes	Yes	Yes	Yes	Yes
Lives							
Single Premium	56	\$131.63	\$158.15	\$155.27	\$95.27	\$196.20	\$149.23
Family Premium	138	\$318.01	\$382.26	\$375.28	\$280.07	\$477.36	\$391.53
Composite	194	\$264.21	\$317.57	\$311.77	\$226.73	\$396.20	\$321.59
Monthly Specific Premium		\$51,256.66	\$61,608.28	\$60,483.76	\$43,984.78	\$76,862.88	\$62,388.02
Annual Specific Premium		\$615,079.92	\$739,299.36	\$725,805.12	\$527,817.36	\$922,354.56	\$748,656.24
% Difference			20.20%	18.00%	14.19%	49.96%	21.72%
Firm Through			Firm 10/26	Firm 10/26	Firm 10/26	Illustrative	Illustrative
Lasers					~\$640K		
Aggregate Stop Loss							
Aggregate Contract		Paid (36/12)	Paid (48/12)	Paid (48/12)	24/12	24/12	24/12
Benefits Included		Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx	Med/Rx
Aggregate Corridor		125%	125%	125%	125%	125%	125%
Aggregate TLO		No	No	No	No	No	No
Agg Accommodation		No	No	No	No	No	No
Aggregate Policy Year Maximum		\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000	\$1,000,000
Total Lives	194						
Composite Agg		\$8.64	\$9.53	\$9.53	\$9.09	\$10.43	\$7.38
TLO Agg Rate		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Agg Accom		\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total		\$8.64	\$9.53	\$9.53	\$9.09	\$10.43	\$7.38
Monthly Aggregate Premium		\$1,676.16	\$1,848.82	\$1,848.82	\$1,763.46	\$2,023.42	\$1,431.72
Annual Aggregate Premium		\$20,113.92	\$22,185.84	\$22,185.84	\$21,161.52	\$24,281.04	\$17,180.64
% Difference			10.30%	10.30%	5.21%	20.72%	-14.58%
Aggregate Attachment	Lives						
Single Attachment	56	\$667.49	\$843.82	\$843.82	\$693.25	\$796.96	\$829.23
Family Attachment	138	\$1,635.83	\$2,058.36	\$2,058.36	\$2,018.71	\$1,953.37	\$1,855.76
Composite	194	\$1,356.31	\$1,707.77	\$1,707.77	\$1,636.10	\$1,619.56	\$1,559.44
Monthly Claims Liability		\$263,123.98	\$331,307.60	\$331,307.60	\$317,403.98	\$314,194.82	\$302,531.76
Annual Claims Liability		\$3,157,487.76	\$3,975,691.20	\$3,975,691.20	\$3,808,847.76	\$3,770,337.84	\$3,630,381.12
% Difference			25.91%	25.91%	20.63%	19.41%	14.98%
Aggregate Run-In Limit		\$0.00	\$0.00	\$0.00	\$0.00	\$603,253.00	\$544,557.00
Total Reinsurance Expense							
Annual Fixed Premium		\$635,193.84	\$761,485.20	\$747,990.96	\$548,978.88	\$946,635.60	\$765,836.88
% Difference			19.88%	17.76%	-13.57%	49.03%	20.57%
Maximum Cost Liability w/o Laser(s)		\$3,792,681.60	\$4,737,176.40	\$4,723,682.16	\$4,357,826.64	\$4,716,973.44	\$4,396,218.00
% Difference			24.90%	24.55%	14.90%	24.37%	15.91%

* Additional Laser Liability Total Laser Liability = Specific deductible x total number of lasered claimants
 Proprietary & Confidential

2024 Dental Renewal Comparison			
	Delta Current	Delta Renewal	CarePlus Option
Single	\$33.04	\$36.22	\$26.81
Family	\$97.29	\$107.71	\$78.95
Rate guarantee			2 years
Annual Max		\$1,500	\$2,000
Deductible		\$25	\$0
Diagnostic		100%	100%
Preventive*		100%	100%
Restorative Fillings		75%	100%
Crowns		50%	90%
Prosthodontics		50%	90%
Period/Endo		75%	90%
Oral Surgery		75%	90%
Implants		50%	80%
Ortho per lifetime max		n/a	\$3,000
Ortho per lifetime max		n/a	50%
*Careplus - cleanings and exams do not apply towards the annual maximum; Evidence based dentistry included			
*Delta plan also includes evidence based dentistry			

Q1 Which age group do you fall into:

ANSWERED: 143 SKIPPED: 0



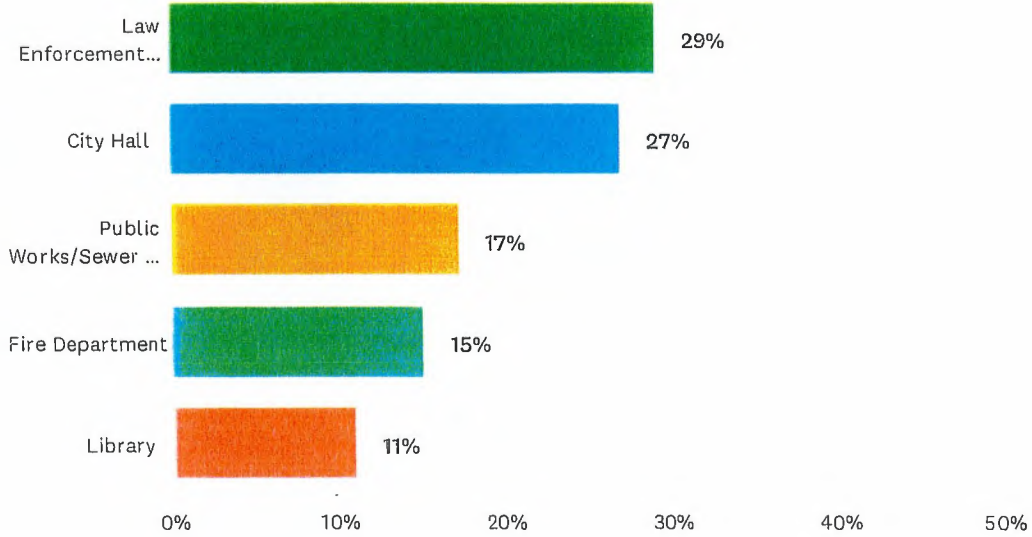
ANSWER CHOICES

RESPONSES

Under 30	10%	15
30 to under 40	18%	26
40 to under 50	30%	43
50 to under 60	25%	36
Over 60	16%	23
TOTAL		143

Q2 At which location do you work?

Answered: 144 Skipped: 6



ANSWER CHOICES

Law Enforcement Center (including Court)
 City Hall
 Public Works/Sewer & Water
 Fire Department
 Library
 TOTAL

Participation Rate

53%
68%
*78% **
45%
57%

RESPONSES

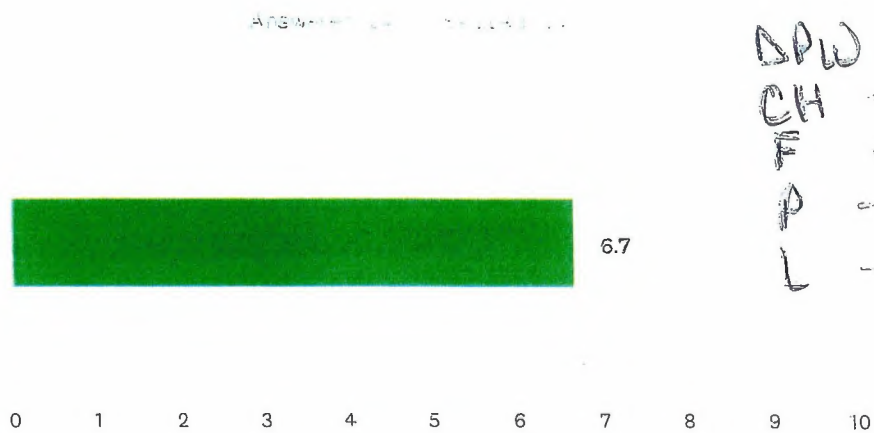
29% 42 / 144
 27% 39 / 144
 17% 25 / 144
 15% 22 / 144
 11% 16 / 144
 144

** Have been told that a few employees submitted multiple response*

Q3 Overall, how happy are you in your current position?

1 - 3
 2 - 5
 3 - 9
 4 - 5
 5 - 20
 6 - 12
 7 - 19
 8 - 30
 9 - 20
 10 - 15
 140

24
 116



DPW - 5.4
 CH - 7.3
 F - 7.0
 P - 6.1
 L - 9.0

ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

7

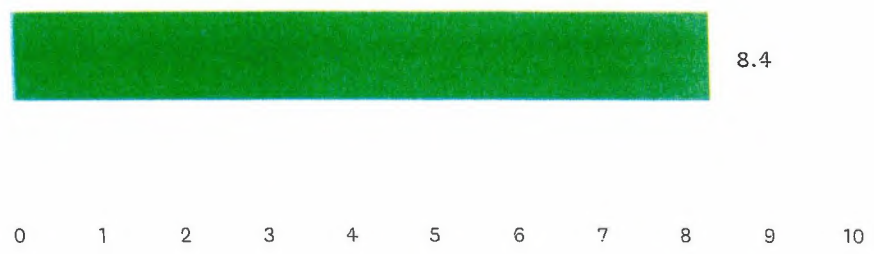
935

140

Total Respondents: 140

Q4 Enjoyment of the job

Answers: 143



ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

8

1,195

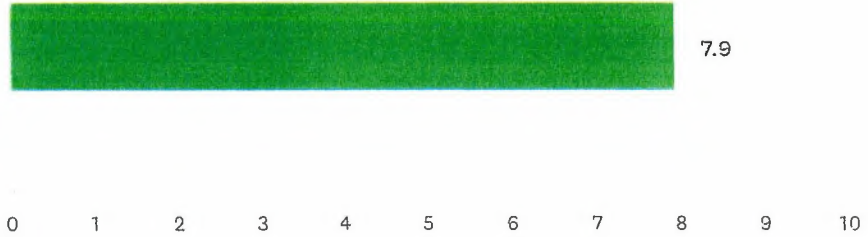
143

Total Respondents: 143

City of Franklin Employee Survey

Q5 Hours

ANSWER CHOICES



ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

8

1,136

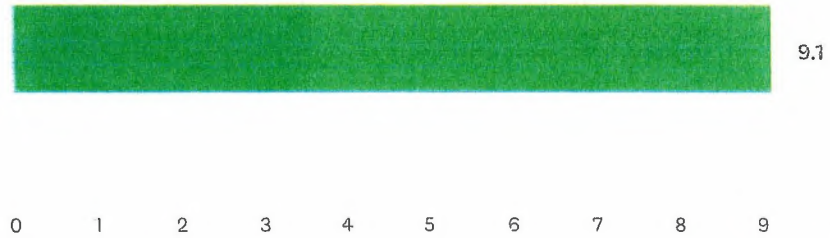
143

Total Respondents: 143

City of Franklin Employee Survey

Q6 Salary

ANSWER CHOICES



ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

9

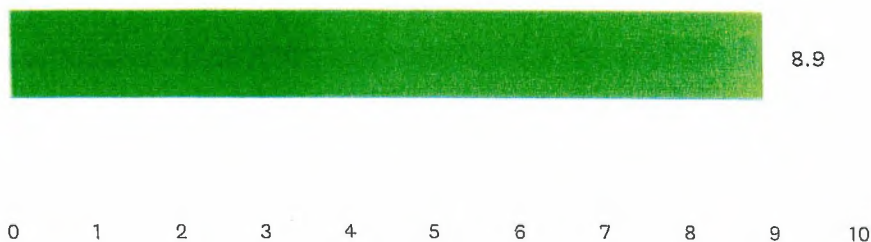
1,313

144

Total Respondents: 144

Q7 Paid time off

ANSWER CHOICES



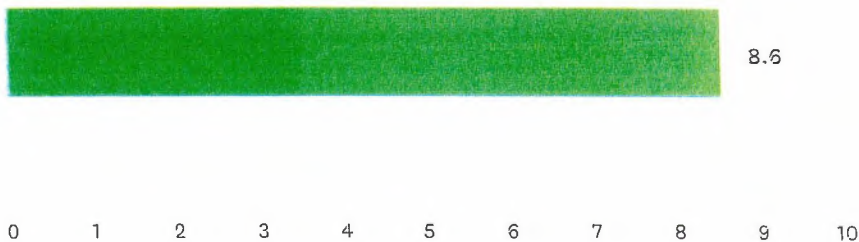
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8.9	9	1,267

Total Respondents: 142

Q8 Insurance benefits

ANSWER CHOICES

DPW - 9.3%
 CH - 7.9
 F - 9.5
 P - 9.7
 L - 4.3



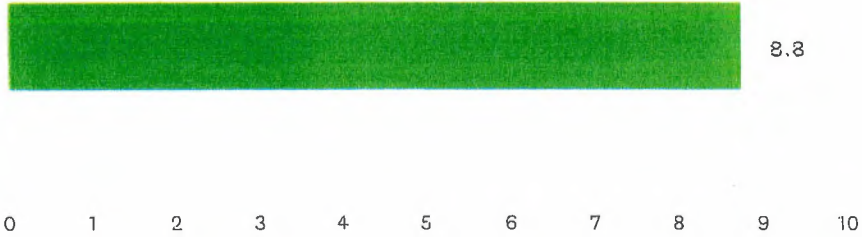
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8.6	9	1,180

Total Respondents: 138

DPW - 8.5
 CH - 8.1
 F - 9.9
 A - 9.8
 L - 6.1

Q9 Retirement benefits - WRS

ANSWER CHOICES



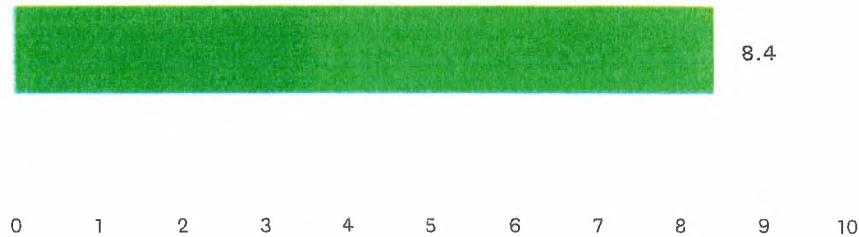
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	1,239	141

Total Respondents: 141

DPW - 9.5
 CH - 7.5
 F - 9
 A - 9.4
 L - 5.1

Q10 Retiree health insurance opportunity

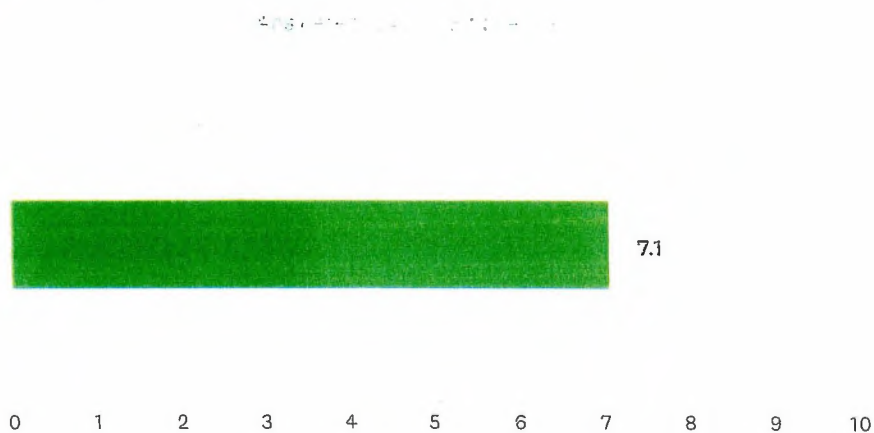
ANSWER CHOICES



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	1,173	139

DAW - 8.
 CH - 7.
 F - 7.
 P - 6.
 L - 6.

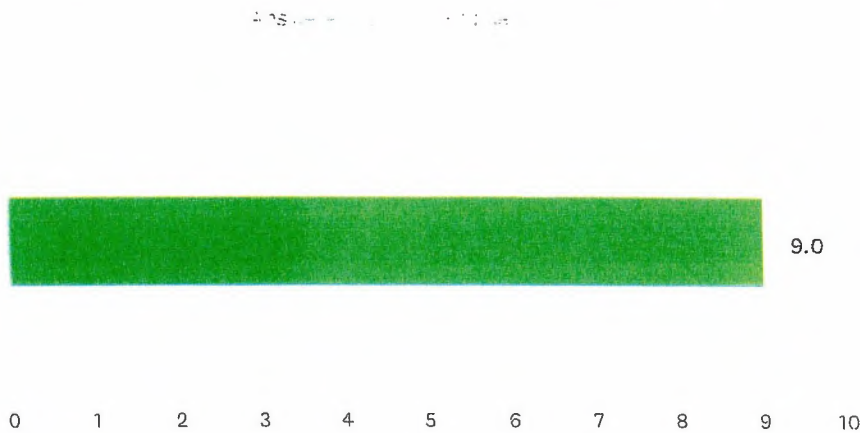
Q11 Opportunity for career advancement and training



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	1,000	141

Total Respondents: 141

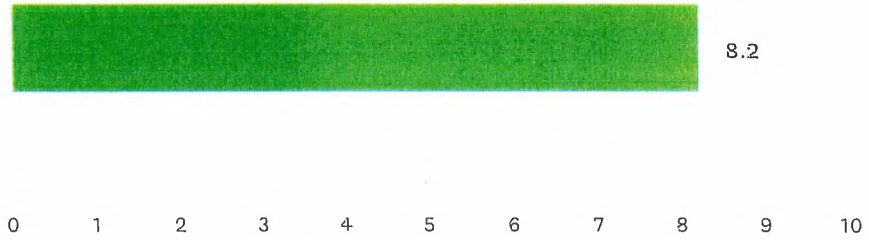
Q12 Having a good supervisor/manager



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	1,285	142

Total Respondents: 142

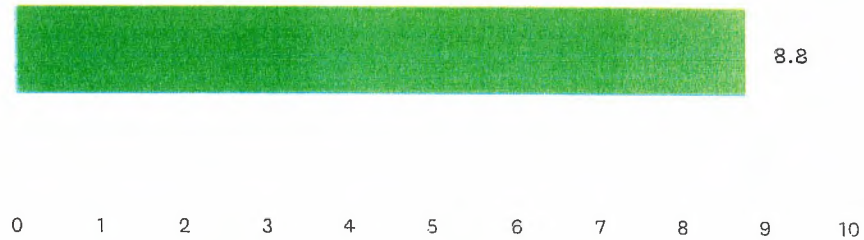
Q13 Enjoy working with co-workers



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	8	1,178	143

Total Respondents: 143

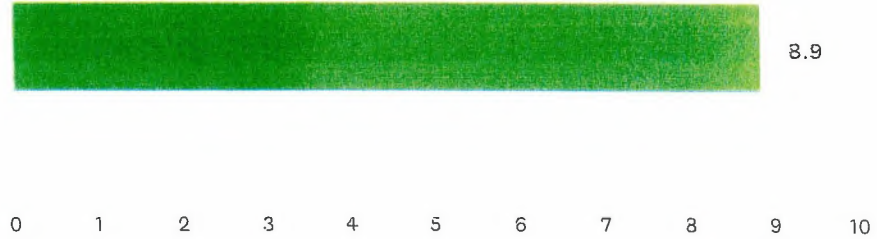
Q14 Good work environment



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	1,258	143

Total Respondents: 143

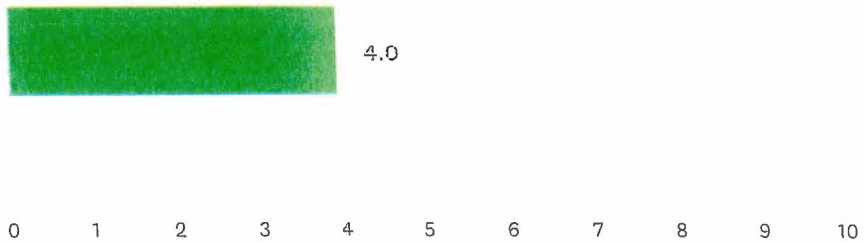
Q15 Work-life balance



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	9	1,259	142

Total Respondents: 142

Q16 Ability to work from home



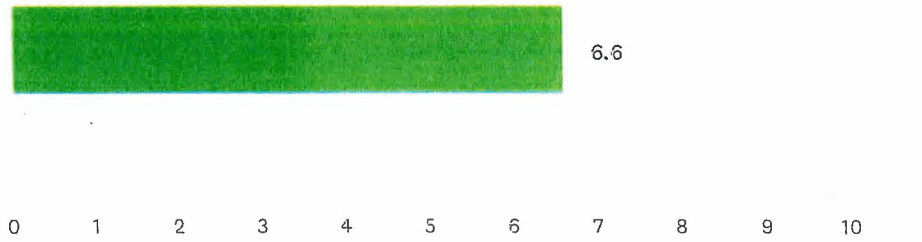
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	503	127

Total Respondents: 127

DPW - 3.2
 CH - 6.2
 F - 1.6
 P - 2.8
 L - 5.9

Q17 Flex time

Average number of responses: 6.6



ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

7

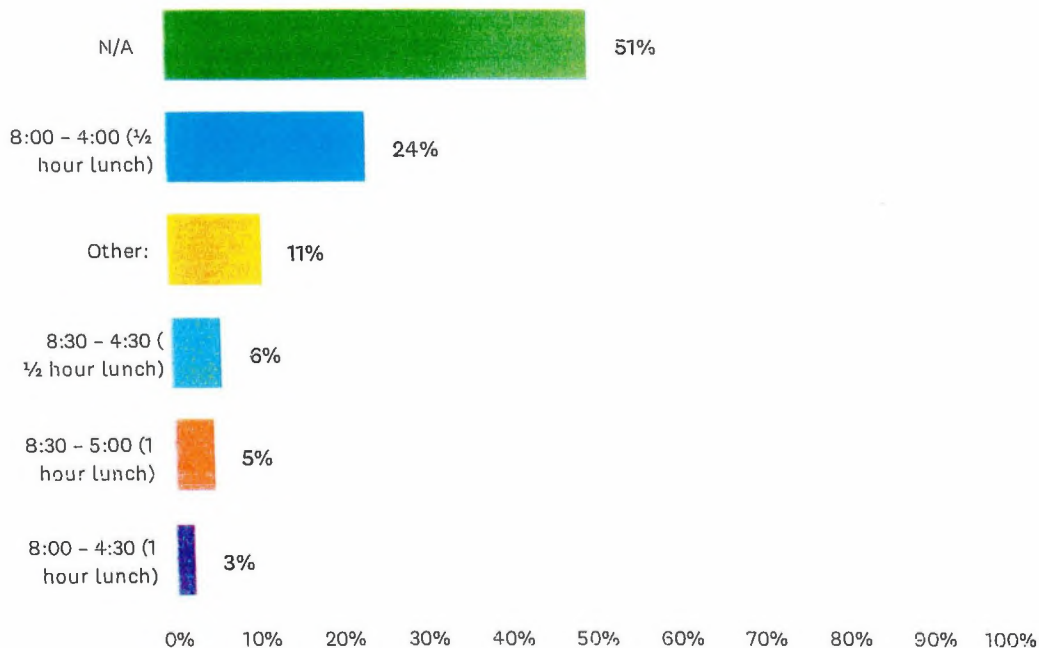
894

135

Total Respondents: 135

Q18 Only for City Hall employees: Work hours currently vary depending on your department. If we were to try standardizing City Hall work hours, which hours would you prefer City Hall to be open?

Figure 31: Work Hours



ANSWER CHOICES

RESPONSES

N/A	51%	40
8:00 - 4:00 (1/2 hour lunch)	24%	19
Other:	11%	9
8:30 - 4:30 (1/2 hour lunch)	6%	5
8:30 - 5:00 (1 hour lunch)	5%	4
8:00 - 4:30 (1 hour lunch)	3%	2
TOTAL		79

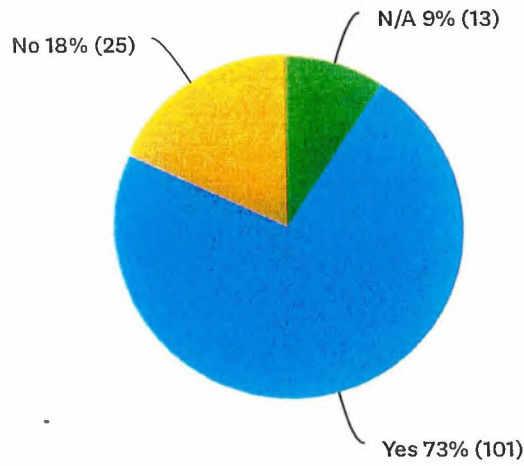
#	OTHER:	DATE
1	7:30-4 p.m. with 1 hour lunch (1/2 paid, 1/2 unpaid) like we have now.	9/11/2023 10:48 AM
2	have each department make the decision	9/5/2023 11:46 AM
3	7:30-4:00 (1 hour lunch)	8/31/2023 10:54 AM
4	Need flexibility	8/30/2023 9:26 AM
5	Flexibility	8/30/2023 9:19 AM
6	7:00am to 4:00pm	8/30/2023 8:40 AM

City of Franklin Employee Survey

7	7-330	8/30/2023 8:37 AM
8	7.30 - 4.00 (1/2 hour lunch)	8/30/2023 8:33 AM
9	I would not standardize work hours for all of City Hall, each department should be able to set their standard hours and employees within the departments work within those guidelines	8/30/2023 7:56 AM

Q19 Do you plan to stay with the City of Franklin for the foreseeable future (2-3 years)?

ANSWER CHOICES



ANSWER CHOICES

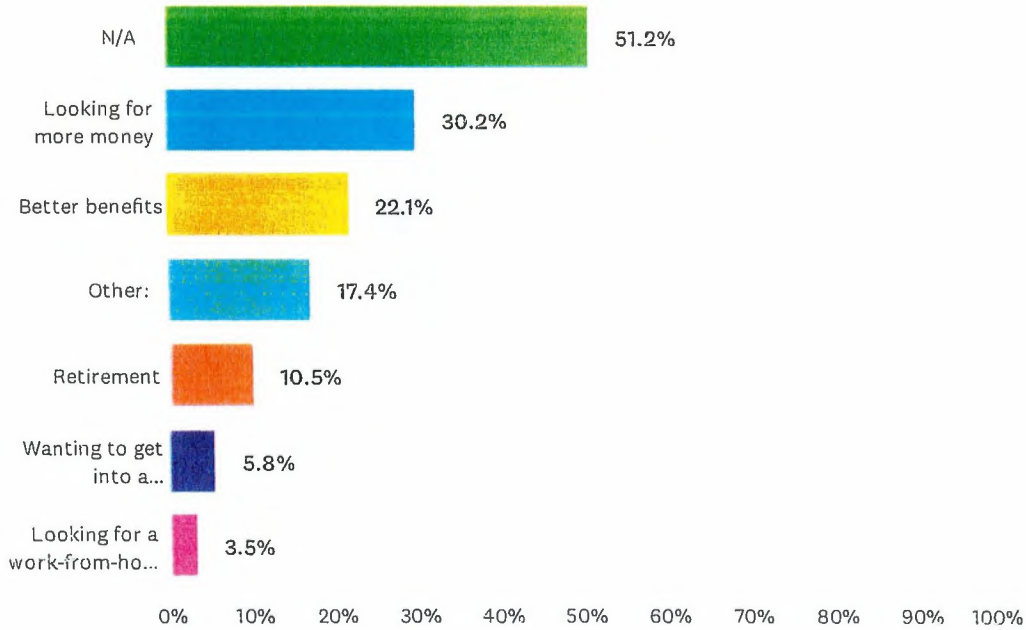
RESPONSES

N/A	9%	13
Yes	73%	101
No	18%	25
TOTAL		139

	<u>Yes</u>	<u>No</u>
DPW	63%	25%
City Hall	74%	17%
Police	69%	23%
Fire	81%	10%
Library	86%	0%

Q20 If no, why are you thinking of leaving?

Answered: 46 (100%)



ANSWER CHOICES

RESPONSES

N/A	51.2%	44
Looking for more money	30.2%	26
Better benefits	22.1%	19
Other:	17.4%	15
Retirement	10.5%	9
Wanting to get into a different type of work	5.8%	5
Looking for a work-from-home job	3.5%	3

Total Respondents: 86

#	OTHER:	DATE
1	I don't have any immediate plans to leave, however I always keep myself open to new professional opportunities. I don't foresee any opportunities for career advancement within the City and I would be doing myself a professional disservice to remain in a stagnant position and not pursue a position utilizing my full skillset.	9/11/2023 12:06 PM
2	better management	9/11/2023 10:48 AM
3	30 hours vs 40, more flex time and some work from home	9/8/2023 9:13 AM
4	Better Paying Fire departments in area	9/3/2023 8:27 AM
5	horrible management and boss	9/1/2023 7:16 AM

CH

CH

CH

F

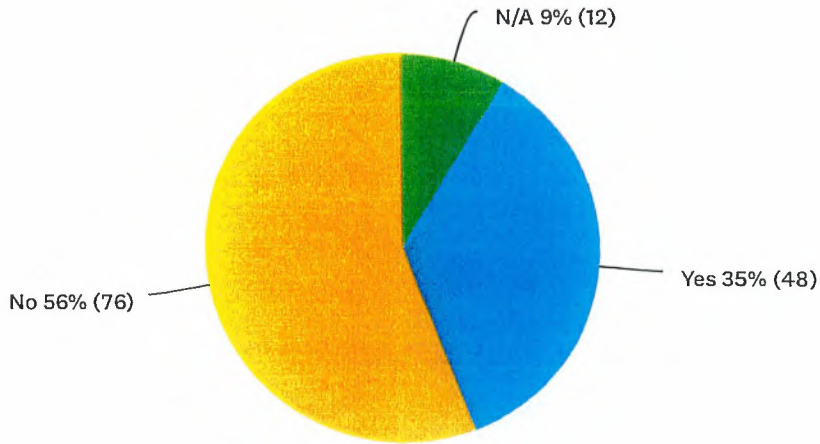
DPW

City of Franklin Employee Survey

6	A	Environment and hours	8/31/2023 12.12 AM
7	DAW	More overtime, merit pay	8/30/2023 7 28 PM
8	?	Better work environment	8/30/2023 4 42 PM
9	DAW	More comp/personal days	8/30/2023 4 25 PM
10	P	want to work in a healthier work environment and feel appreciated	8/30/2023 2 19 PM
11	D	Current Admin and HR are very underwhelming/ unrealistic	8/30/2023 1 14 PM
12	F	If better benefits became available possibly a lateral transfer	8/30/2023 11 24 AM
13	D	Management is terrible, health insurance sucks	8/30/2023 9 15 AM
14	CH	Not looking to leave, but I dont know that I will be here in 2-3 years if things don't modernize	8/30/2023 7 56 AM
15	CH	Top administration	8/30/2023 7 22 AM

Q21 Do you feel that your compensation is fair and competitive?

ANSWER CHOICES: N/A, Yes, No



ANSWER CHOICES	W/D	CH	F	D	L	RESPONSES	
N/A						9%	12
Yes	25%	47	27	34	43	35%	48
No	63%	50	64	61	29	56%	76
TOTAL							136

Q22 Our comparable municipalities

ANSWER CHOICES: 1-10

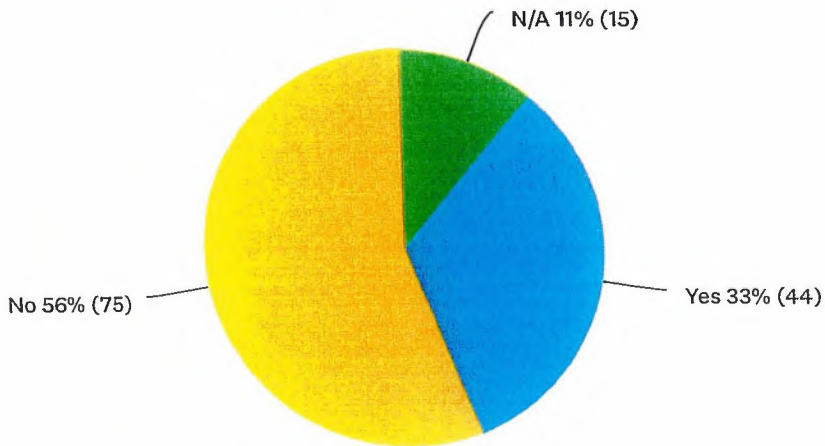


Q23 The private sector



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	2.9	3	394
Total Respondents: 134			134

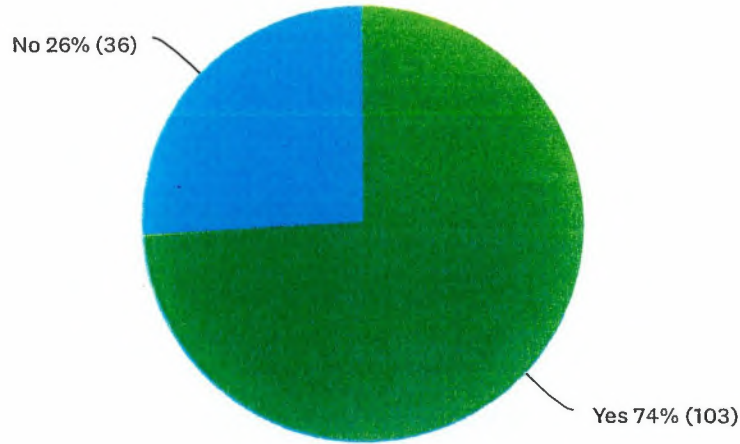
Q24 Are you satisfied with the employee benefits provided by the City?



ANSWER CHOICES	D	CH	F	P	L	RESPONSES
N/A						11% 15
Yes	33	58	19	15	50	33% 44
No	58	29	81	79	0	56% 75
TOTAL						134

Q25 Do you take insurance benefits offered by the City?

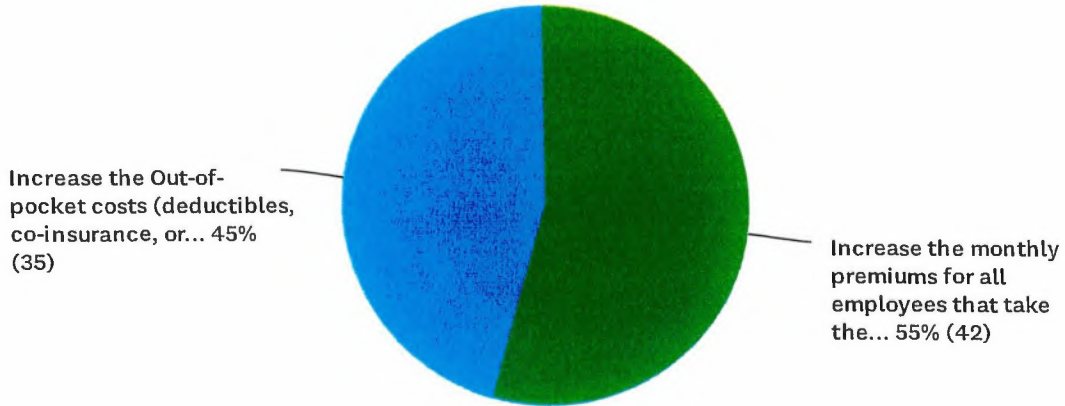
Answers: 139 (100%)



ANSWER CHOICES	D	CH	F	P	L	RESPONSES	
Yes	79	71	91	82	29	74%	103
No	21	29	9	18	71	26%	36
TOTAL							139

Q26 If we had to make changes to the health plan to save the plan money, which option below would you prefer?

ANSWERS: 77 SUGGESTIONS:



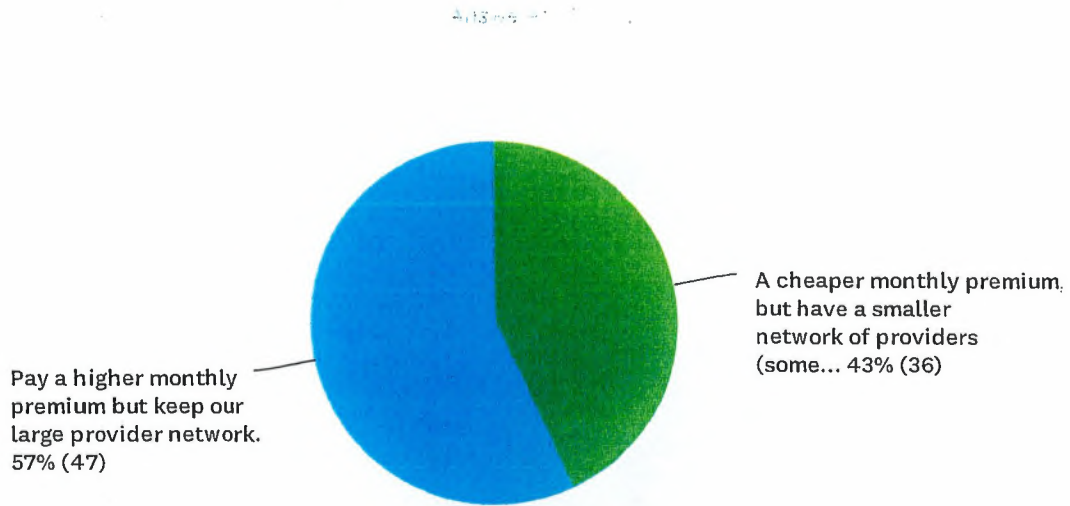
ANSWER CHOICES

RESPONSES

1. Increase the monthly premiums for all employees that take the insurance.	55%	42
2. Increase the Out-of-pocket costs (deductibles, co-insurance, or copays), which would only affect employees with medical claims.	45%	35
TOTAL		77

① ②
 DPW 38 / 63
 CH 55 / 45
 F 50 / 50
 P 59 / 41
 L 100 / 0

Q27 Which would you prefer?



ANSWER CHOICES

RESPONSES

A cheaper monthly premium, but have a smaller network of providers (some hospitals or provider networks would not be covered).

43% 36

Pay a higher monthly premium but keep our large provider network.

57% 47

TOTAL

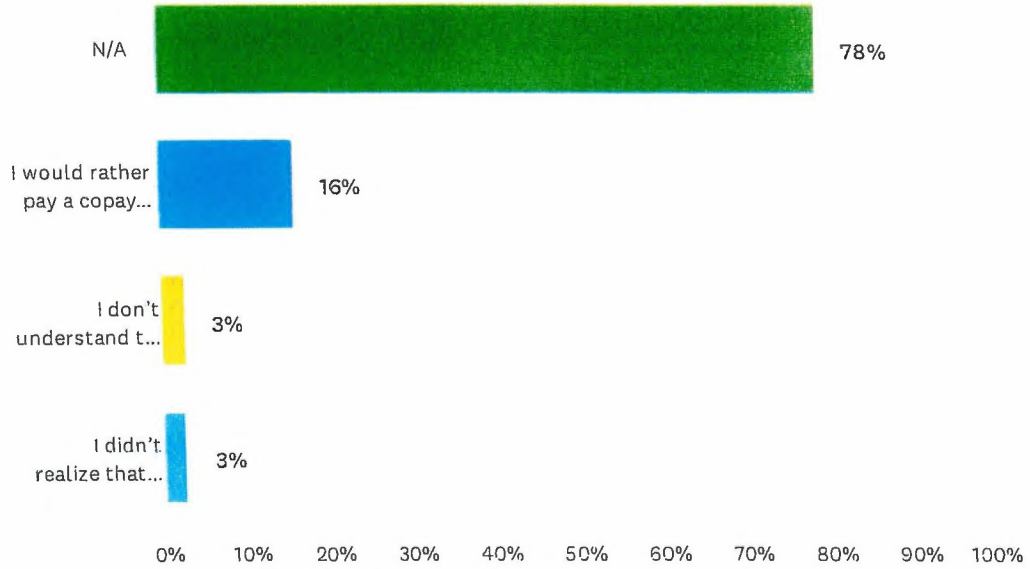
83

Library 0/100 (only 4 responses)

Police was 54/46 favoring opposite response.

Q28 For those employees currently on the PPO insurance plan please indicate why you are still selecting this higher-cost plan. Please check any statements below that would apply.

Answers: 15 / 15 / 100%



ANSWER CHOICES

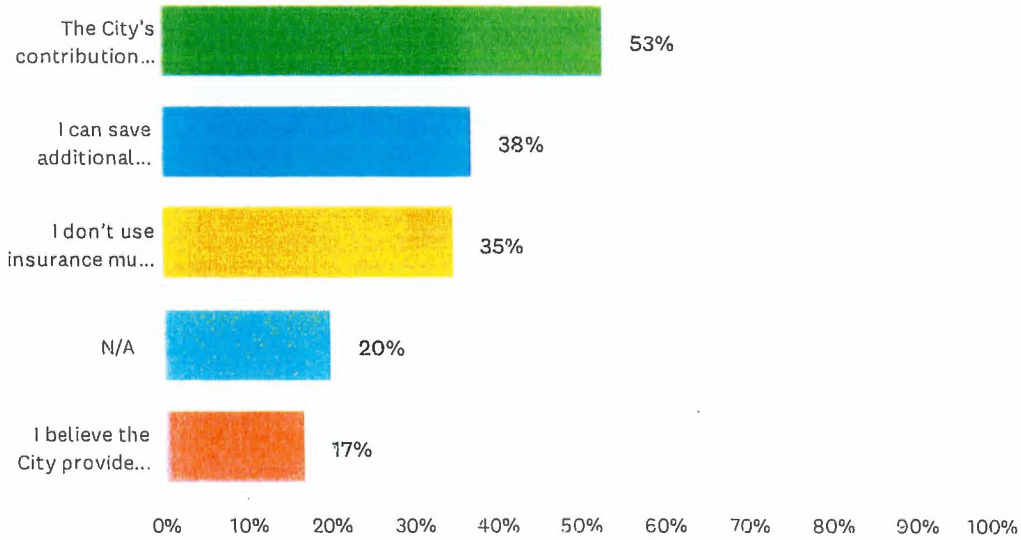
RESPONSES

N/A	78%	58
I would rather pay a copay each time I go in for a provider visit, instead of having to meet my full deductible, even though long-term it will cost me more money.	16%	12
I don't understand the high deductible plan and am afraid to change.	3%	2
I didn't realize that the high deductible plan is more cost-effective and that I would save money.	3%	2

Total Respondents: 74

Q29 For those employees on the High-Deductible insurance plan, please indicate which statements below are true.

ANSWERED: 78 (89%)

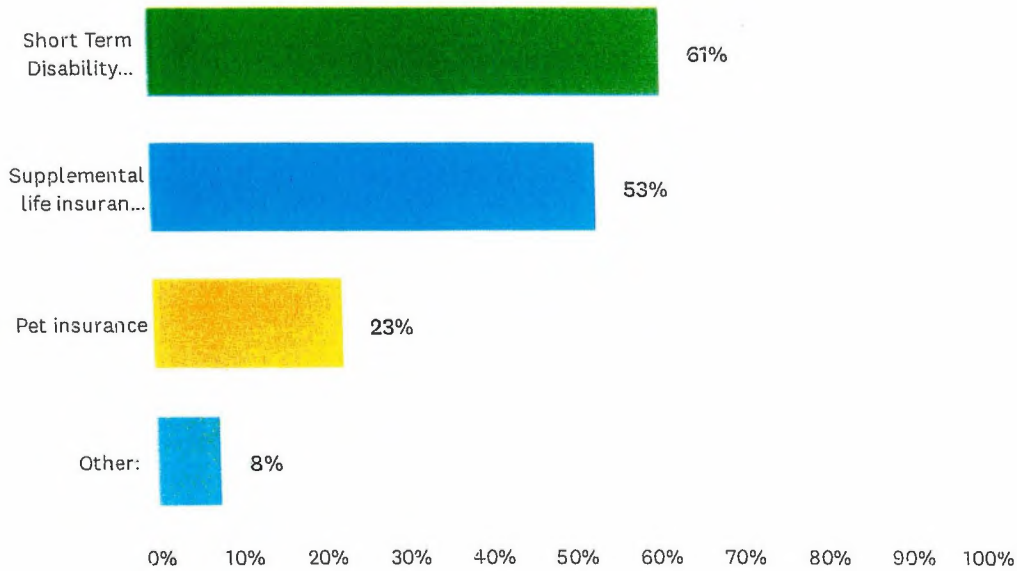


ANSWER CHOICES	RESPONSES
The City's contribution towards the Heath Savings Account (HSA) and the Health Reimbursement Arrangement is a great reason to take this insurance plan.	53% 47
I can save additional pre-tax money into my Health Savings Account to use after retirement, etc.	38% 33
I don't use insurance much so I am better off having the lower premiums and getting the HSA contribution from the City that I can save until I do have an insurance claim.	35% 31
N/A	20% 18
I believe the City provides a fair plan at an affordable premium.	17% 15

Total Respondents: 88

Q30 A few years ago, the City tried to offer the option for employees to purchase additional life insurance for themselves and their dependents. We could not offer the coverage as not enough employees elected to participate. Please let us know which optional self-pay benefits you may be interested in participating in if the City offered the benefit.

Answered: 101





ANSWER CHOICES

RESPONSES

Short Term Disability coverage including Income Replacement, Accident, Hospital Indemnity, Cancer, or Critical Illness. (These are currently offered thru AFLAC but we could look for other options)	61%	62
Supplemental life insurance for yourself and your dependents	53%	54
Pet insurance	23%	23
Other:	8%	8
Total Respondents: 101		

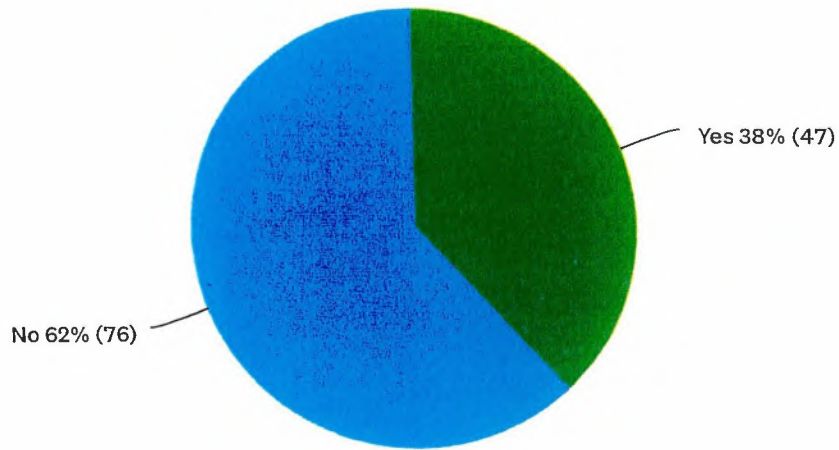
#	OTHER:	DATE
1	F The option of the Wisconsin Plan ROTH which was promised but never given. Not directly related to the question but wanted to voice concern incase it wasn't brought up later	9/8/2023 1:41 PM
2	DW A lot of employees weren't aware anything was offered.	9/6/2023 12:57 PM
3	DW no comment	9/1/2023 7:46 AM
4	CH none	8/31/2023 3:06 PM
5	P Roths	8/31/2023 10:10 AM
6	L N/A	8/31/2023 9:42 AM

City of Franklin Employee Survey

- 7  Group roth deductions so the amount would increase to 18,000 8/30/2023 10 14 AM
- 8  I was going to say Orthodontic Services, however not for me or my family at this time—we are past this stage in life, but it would of been nice 8/30/2023 8 30 AM

Q31 If a secondary dental insurance option was available that covered orthodontic services, but you had to go to a specific provider, such as Dental Associates, would you be interested in taking that plan instead of our current wide-network plan?

Answered: 123 / 57 (65%)



ANSWER CHOICES

Yes

No

TOTAL

RESPONSES

38%

62%

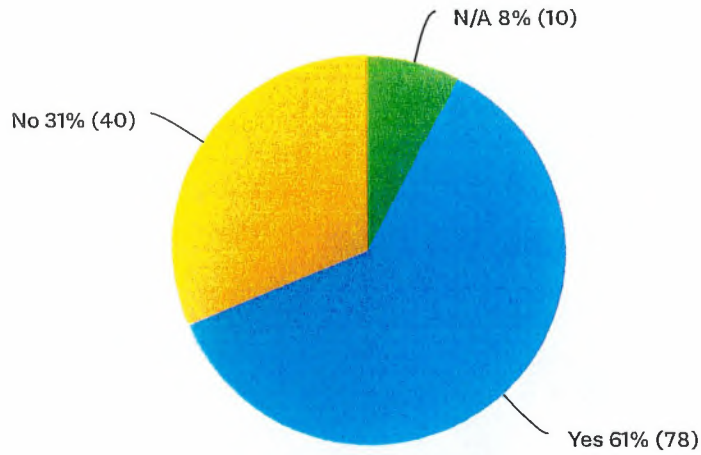
47

76

123

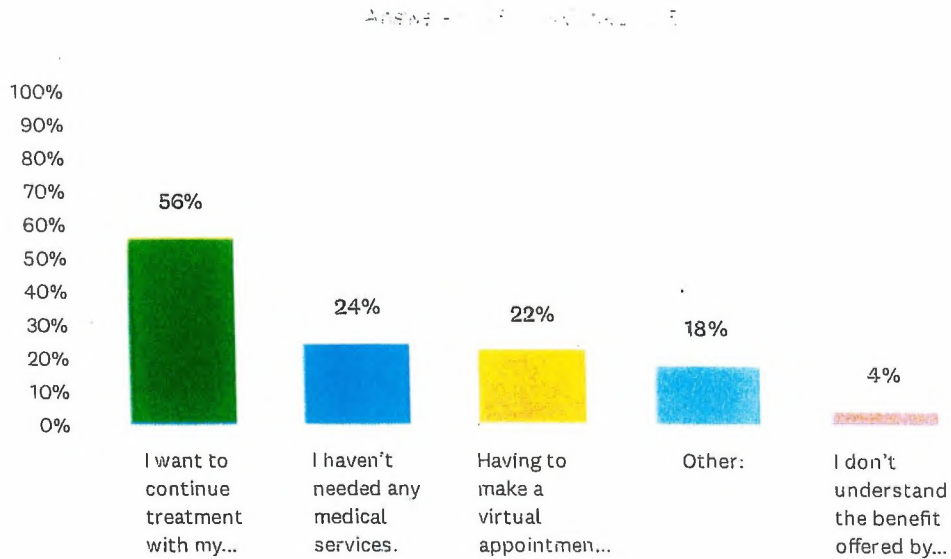
Q32 Have you or your family members used the services offered by NICE Healthcare?

Answers: 128 responses



ANSWER CHOICES	DAW	CH	F	P	L	RESPONSES	
N/A						8%	10
Yes	67	56	83	68	0	61%	78
No	33	25	17	32	64	31%	40
TOTAL							128

Q33 If no, please tell us why you have not tried NICE Healthcare (check all that apply):



ANSWER CHOICES

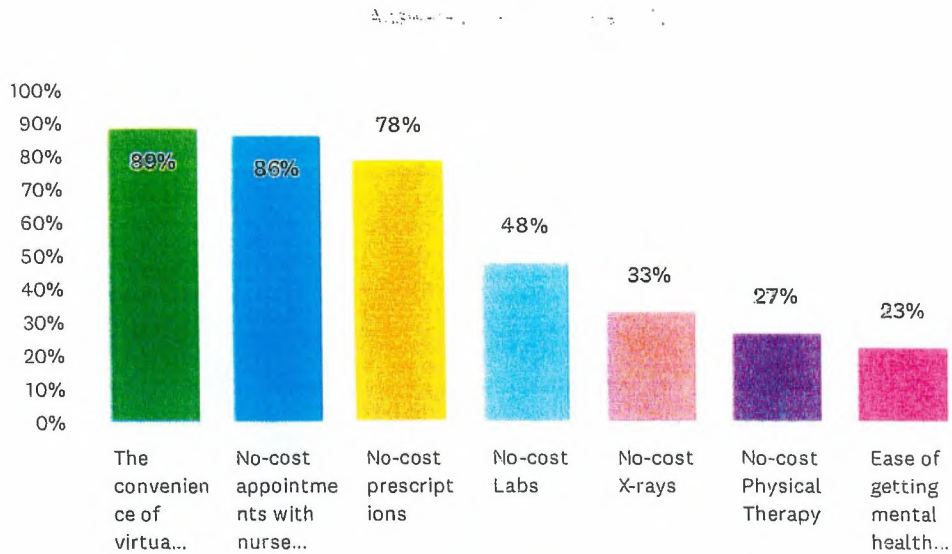
RESPONSES

I want to continue treatment with my established physician.	56%	25
I haven't needed any medical services.	24%	11
Having to make a virtual appointment or chat visit before an in-person visit is too cumbersome.	22%	10
Other:	18%	8
I don't understand the benefit offered by NICE Healthcare.	4%	2

Total Respondents: 45

#	OTHER:	DATE
1	CA I have a future appointment	9/8/2023 10:34 PM
2	D Not every medical condition can be done over the phone. Specialist.	8/31/2023 7:41 PM
3	CA Illnesses have been more involved where I wanted my established physician. For a minor cold, etc. I would be willing to try NICE.	8/31/2023 10:58 AM
4	CA N/A	8/31/2023 9:42 AM
5	L N/A	8/30/2023 9:41 AM
6	CA Do not have health insurance through the city	8/30/2023 8:53 AM
7	D Insurance Sucks, not on insurance	8/30/2023 7:42 AM
8	P They want and tell me they NEED to take over my basic health care needs in order to use their Rx services for everyday maintenance type medications.	8/30/2023 7:22 AM

Q34 If yes, please tell us why you use NICE Healthcare (check all that apply):



ANSWER CHOICES

- The convenience of virtual appointments or appointments at home/work.
- No-cost appointments with nurse practitioners
- No-cost prescriptions
- No-cost Labs
- No-cost X-rays
- No-cost Physical Therapy
- Ease of getting mental health appointments vs. outside counseling providers.

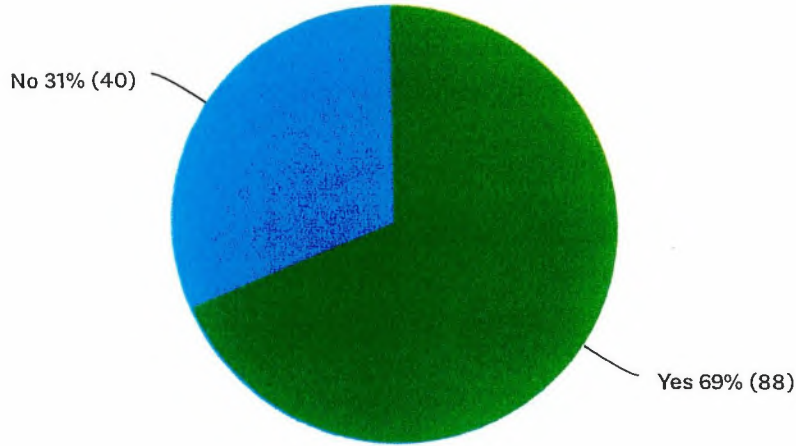
RESPONSES

89%	70
86%	68
78%	62
48%	38
33%	26
27%	21
23%	18

Total Respondents: 79

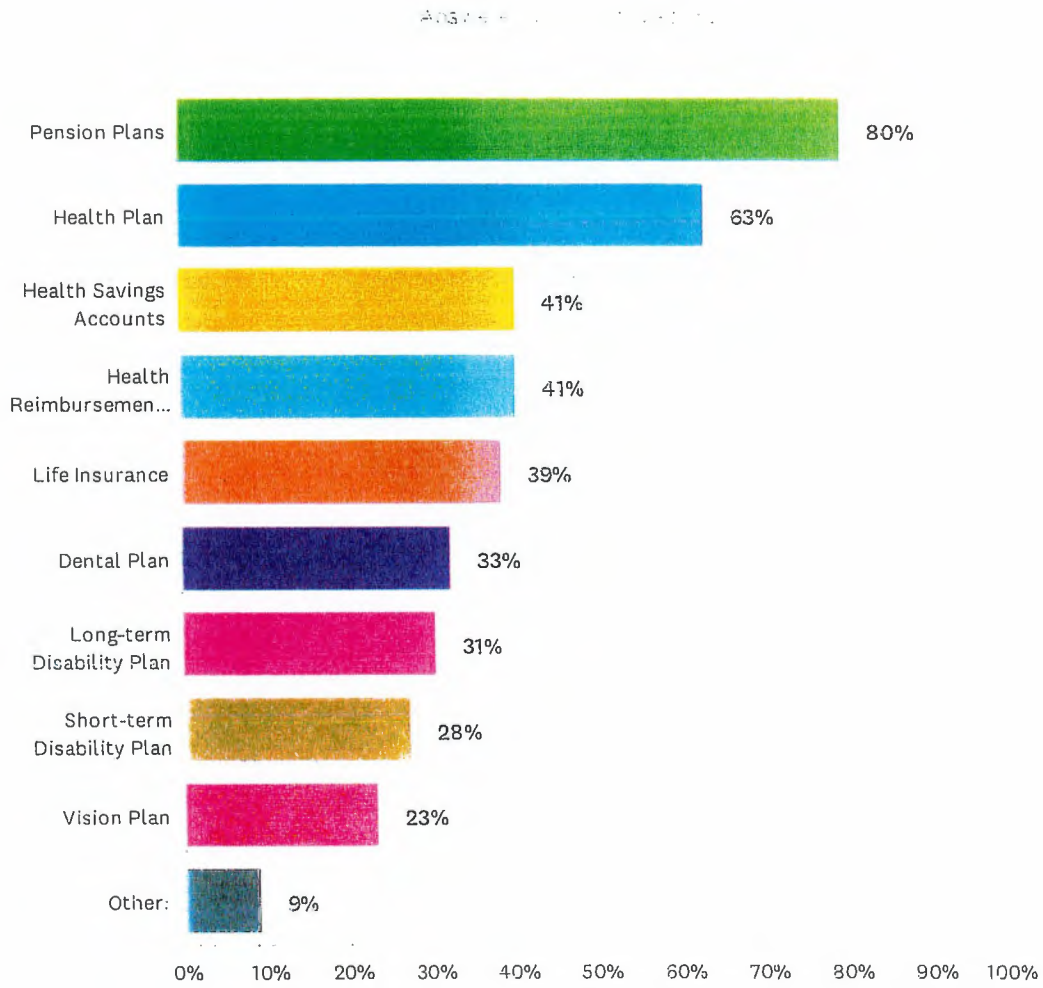
Q35 Do you feel that you understand the benefits available to you by the City of Franklin?

Answers: 128 Skipped: 0



ANSWER CHOICES	DRW	CH	F	A	L	RESPONSES	
Yes	54	71	89	70	69	69%	88
No	46	29	11	30	31	31%	40
TOTAL							128

Q36 What educational meetings would you attend if they were offered?



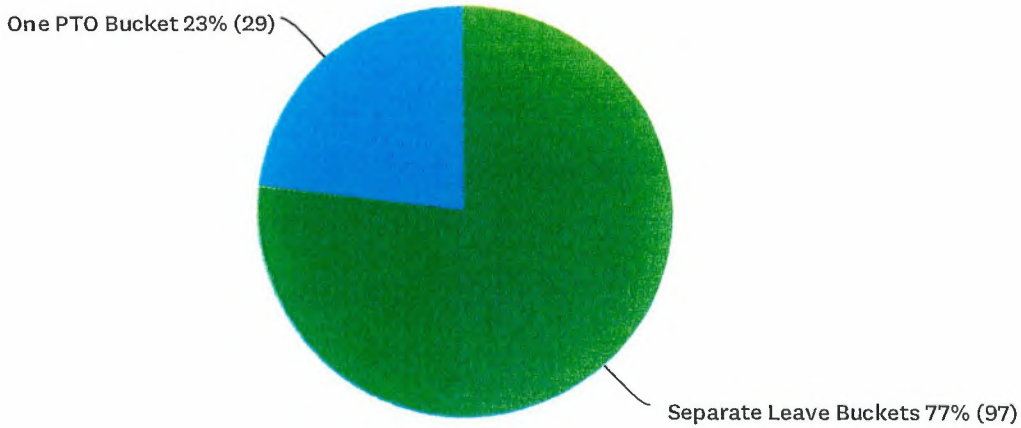
City of Franklin Employee Survey

ANSWER CHOICES	RESPONSES	
Pension Plans	80%	78
Health Plan	63%	62
Health Savings Accounts	41%	40
Health Reimbursement Arrangement	41%	40
Life Insurance	39%	38
Dental Plan	33%	32
Long-term Disability Plan	31%	30
Short-term Disability Plan	28%	27
Vision Plan	23%	23
Other	9%	9
Total Respondents 98		

#	OTHER:	DATE
1	F ROTH Deferred Comp Plan	9/9/2023 7:47 AM
2	Deferred comp plans	9/8/2023 1:27 PM
3	Δ Updates of employee handbook	9/7/2023 9:12 PM
4	BEA Financial planning for retirement beyond pension contributions	9/1/2023 1:22 PM
5	BEA Retirement planning	9/1/2023 9:59 AM
6	Δ townhall on how to improve benefit packages	8/31/2023 11:34 AM
7	BEA I feel I have a good understanding of the plans already	8/30/2023 8:48 AM
8	BE do not to attend meetings	8/30/2023 8:43 AM
9	BE People ask me about these benefits I could probably run your training, but I won't because Franklin wouldn't pay me to do it	8/30/2023 7:19 AM

Q37 Do you prefer separate time-off accruals for vacation, sick time, personal days, etc. or would you prefer one paid time off bucket (PTO) that you can use for any purpose?

Answers: 126 (100%)



ANSWER CHOICES	DPW	CH	F	A	L	RESPONSES	
Separate Leave Buckets	96	50	94	82	67	77%	97
One PTO Bucket	4	50	6	18	31	23%	29
TOTAL							126

Q38 What benefit does the City of Franklin not offer that you would like to see us offer?

ANSWERED BY: 10/10/2023

#	RESPONSES	DATE
1 F	Affordable health care in retirement Competitive wages within the surrounding industry	9/11/2023 1:54 PM
2 CH	Tuition Reimbursement; Paid Parental Leave; An updated bereavement policy (3 days is not enough time to plan a funeral, let alone mourn the loss of a parent, spouse, or child); Better wellness plan (reimbursement for gym memberships); Employee Flu Shots (I haven't had a flu shot since the City stopped offering them to employees); Small clothing allowance (reimbursement for branded clothing to be worn during educational events or inspections in the community);	9/11/2023 12:43 PM
3 CH	Lower retirement insurance benefit, eye, cheaper payment on behalf of the employees	9/11/2023 10:53 AM
4 D	One paid time off bucket. That would be a huge game changer.	9/11/2023 12:05 AM
5 CH	Some benefits for PT staff, like PTO accrual.	9/10/2023 9:51 PM
6 F	State of Wisconsin Deferred Compensation program 457 plan	9/10/2023 8:58 PM
7 D	Other municipalities such as New Berlin, Oconomowoc will pay for gym memberships which in long term keeps employees active and less prone to injuries on duty.	9/10/2023 4:09 AM
8 D	Fitness benefit, better life insurance payout for on duty death.	9/9/2023 10:22 AM
9 F	ROTH Deferred Comp option Better long term disability plans	9/9/2023 7:47 AM
10 F	•Ability to get something for all of your accrued sick leave when you retire. Not just a small amount. •orthodontics, •Roth 401K or Roth 457	9/9/2023 7:46 AM
11 CH	Employer paid Short-term disability, voluntary life insurance, tuition reimbursement	9/8/2023 10:34 PM
12 F	The ROTH option that would allow us to contribute a larger amount to a ROTH. This was brought up many contracts ago yet never implemented, even though many members have asked HR about it over the years. The amount that I could have put into it would have made a HUGE difference in what I would have been able to save for retirement with tax free growth. Now I'm nearing the end of my career and am frustrated that it was never implemented.	9/8/2023 1:41 PM
13 F	Post Tax ROTH Retirement severance pay, being used for insurance capabilities Insurance Buy Out Program	9/8/2023 1:32 PM
14	Employee compensation and benefits are important aspects of employee satisfaction at a workplace. It directly impacts an employee's performance and motivation to work and allows for higher moral. Benefits keep employees happy and recognizes their hard work! Making a person choose between a better and/or worse health insurance plan is not a benefit it is picking the best from the worst. Benefits such as orthodontists allowed in dental plans and not being limited to providers are great benefits, but seem to be only benefits brought in by limitations or sacrifices of the employee. If you want orthodontist then you can only see xyz. If you want cheaper insurance then you can only go to certain hospitals and/or providers. This doesn't attract or encourage employees.	9/8/2023 1:27 PM
15 F	Post Tax ROTH options Better Retirement options with Insurance cost	9/8/2023 11:09 AM
16	Option to buy Health Insurance after retirement.	9/8/2023 9:55 AM
17 CH	One PTO bucket, BUT, accruals at the same rate as current. Allow all person to get benefits of sick/vacation transfer after years of service, not just allow some.	9/8/2023 9:19 AM
18 DPD	Matching 401k. Tuition reimbursement. Better longevity pay.	9/7/2023 9:12 PM
19 L	Legit Parental Leave. Observe nationally-recognized holidays days off (i.e. Martin Luther King	9/7/2023 2:57 PM

City of Franklin Employee Survey

	Jr , Juneteenth) My spouse has PTO and I always have WAY more sick and vacation days than he does	
20	Parental leave Off for legal holidays, like Martin Luther King, Jr and Juneteenth	9/7/2023 2 56 PM
21	City Child Care Facility, On-Site Nurse Practitioner once a week, Health Care plan with lower Urgent Care and ER co-pays	9/6/2023 3 25 PM
22	Paid Parental Leave, hybrid work from home and in office options, department wardrobe allowance, increased bereavement leave (specifically for non-immediate family), tuition reimbursement, funeral leave,	9/6/2023 2 42 PM
23	Flex hours for management should work just like comp -time that other employees have	9/6/2023 12 57 PM
24	More bereavement leave Sick time minimum of 30 minutes instead of an hour Short term disability Wellness Plans (gym membership, flu shots, etc)	9/6/2023 12 37 PM
25	Health ins reimbursement if you do not take the plan	9/6/2023 6 48 AM
26	able to open a Routh account with the IRF Wisconsin Retirement System	9/5/2023 11 58 AM
27	Option to use the Wisconsin Deferred Comp instead of Mission Square for the 457b	9/5/2023 11 11 AM
28	Better pay!!!! The city pay is falling far below the private sector	9/5/2023 8 13 AM
29	Not sure	9/5/2023 6 13 AM
30	On January 1 we get our allotment of vacation days for the year instead of receiving it biweekly in incurments	9/4/2023 12 15 PM
31	A medical/urgent care clinic for franklin employees that is free/low cost NICE is great but there are days/hours they are not available and sometimes in-person is necessary (City of Waukesha employees have this option)	9/1/2023 9 20 PM
32	A 457 savings plan match 10% up to \$20,000 Which would come out to \$2,000 per year Conversion of sick time to personal/vacation time If maxed out at 1440 hours, up to 3 days per year with no carry over. Have seniority mean something To many new people that are treated like they have been working here for many years A 1% increase in wages between years 10-20 up to 10%. At current rate this would be around \$3 Institutional knowledge should mean something.	9/1/2023 8 16 PM
33	Education benefits for classes, courses, and degrees	9/1/2023 1 22 PM
34	Offer the same sick leave incentive to all employees at the PD	9/1/2023 12 11 PM
35	Offer a "buy out" or "credit" to employees who do not take the city's health insurance Employees could apply this monetary credit to the insurance plan they do take elsewhere This saves the city money by not having to insure the employee but also benefits the employee to have something toward the plan they take elsewhere	9/1/2023 10 29 AM
36	100 % coverage chiropractic care - carrying an extra 30lbs or more over years is service is wearing on my body	9/1/2023 10 12 AM
37	Better dental insurance that covers more treatments	9/1/2023 9 59 AM
38	no comment	9/1/2023 7 46 AM
39	It's not what is offered but the cost out of pocket to the employee that matters	8/31/2023 7 41 PM
40	Free/discounts for child care	8/31/2023 3 48 PM
41	Tuition reimbursement, clothing allowance, longer bereavement leave	8/31/2023 1 51 PM
42	fair sick leave incentives for all employees	8/31/2023 11 34 AM
43	orthodontics	8/31/2023 11 19 AM
44	n/a	8/31/2023 10 58 AM
45	401 plan	8/31/2023 9 42 AM
46	Insurance comparable to other cities, where the employee pays less and receives more	8/31/2023 12 22 AM

City of Franklin Employee Survey

47	DPW	Offer money not to take city insurance	8/30/2023 7:33 PM
48		Retiree insurance	8/30/2023 4:44 PM
49	DPW	Option to join a union for water/sewer/dpw	8/30/2023 4:29 PM
50		Childcare, Paid Continuing Education, Gym Partnership, Sick Leave Incentive	8/30/2023 4:04 PM
51	A	Better benefits need to be offered to retain and attract employees.	8/30/2023 1:39 PM
52	CH	health plans, dental plans for part timers working 25+ hours	8/30/2023 12:53 PM
53	DPW	Lower cost health insurance. Ours seems to be higher cost than other cities and companies	8/30/2023 12:04 PM
54	CH	Higher amount for vision, glasses.	8/30/2023 10:45 AM
55		Stop reducing Insurance benefits--You are already having a hard time filling vacancies	8/30/2023 10:14 AM
56	F	Roth Option through the WRS, Single Plus 1 insurance instead of just family and single.	8/30/2023 9:56 AM
57	CH	life insurance	8/30/2023 9:53 AM
58	CH	Sick hours, you can only accumulate 1444 hours. Can that be changed to more hours, and can the remaining hours be used once you retire? You dont gain any hours when you reach the max.	8/30/2023 9:41 AM
59	CH	Cell phone benefits, discount programs for new vehicle purchases, rental car, etc.	8/30/2023 9:32 AM
60	A	Pet insurance	8/30/2023 9:27 AM
61	A	Other municipalities compensate their employees for not taking health care insurance. This is a saving to the city and to the employee.	8/30/2023 9:24 AM
62	A	Better health insurance... seriously! Othodontic services	8/30/2023 9:21 AM
63	DPW	Yearly salary raise based on inflation rates Raises or bonuses based on merit	8/30/2023 9:07 AM
64	CH	Retirement plan for part time employees. Active shooter training. Exercises that involve staff collaboration to allow for connectedness and work related efficiency.	8/30/2023 8:53 AM
65	A	High deductible health insurance plan like the City of Kenosha has. Better (less premium costs) for retiree health insurance based on how many years you worked for the City and how much sick time you give the City back. More years and more hours = Less retiree health insurance premium cost. It's kinda bullshit that I will work here over 30 years and have to pay the same retirement health insurance costs as someone who retires from the same job as me who has only been here for 20 years. If I give back 1,000 plus hours of sick time and that other person uses all their sick time why do we pay the same amount of retiree health insurance costs? Tell me why, at the end of my career, if I have 1440 hours of sick hours in my bank should I not call in sick for the last 3/4 year of my employment? Thus having cheaper monthly health insurance rates, the ability to remain on NICE healthcare, and extending my WRS service time???? OR, I could just give back the hours as I watch my co-workers using sick time for suspected extra off time.	8/30/2023 8:48 AM
66	L	Paid Family Leave, paid or discount gym memberships, childcare reimbursement	8/30/2023 8:48 AM
67	CH	Sick leave incentive for all not just PD. Access to retiree health at 60 instead of 62 for non-reps.	8/30/2023 8:42 AM
68	P	Unused sick time converted into funds used to pay for the employee portion of health insurance premiums upon retirement.	8/30/2023 8:31 AM
69	A	A shift differential would be a benefit for 3rd shift workers; I would also like to see a larger gap between City Hall Clerical/other clerical to that of Emergency Dispatchers who are also "clerical"--where as Emergency Dispatchers work nights, holidays, weekends, mandated overtime, deal with raw emotions from callers; PTSD etc....That's the most frustrating	8/30/2023 8:30 AM
70	A	Chiropractic care	8/30/2023 8:24 AM
71	P	better health insurance, higher uniform allowances, firearm allowance, college incentives (to go back to school). Earlier start time (645-1500). Higher longevity pay.	8/30/2023 8:13 AM
72	A	Insurance after retirement	8/30/2023 8:02 AM

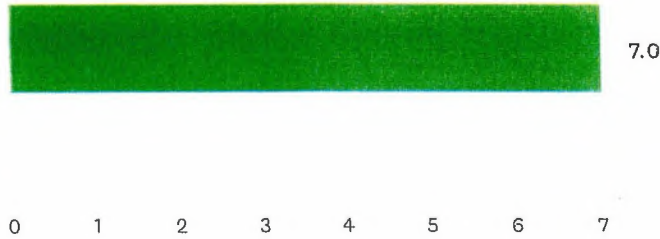
City of Franklin Employee Survey

- 73 CH More ability to work from home I understand the difficulty in this for many departments and employees as we deal with residents most days and being available to them is important, but the only way the City will be able to hire and retain employees in the coming years (particularly the generation 35 and under) is by offering more flexible work hours and location. Nearly every other office based industry has become more flexible and to keep top tier employees that's going to be needed in the very near future. 8/30/2023 8 00 AM
- 74 CH DD Merit Pay, Pay out for not taking City insurance 8/30/2023 7 53 AM
- 75 CH DD Health Insurance rates like we used to have This will attract and keep employees 8/30/2023 7 42 AM
- 76 CH Time clock at City Hall 8/30/2023 7 26 AM
- 77 A City day care services, gym membership allowance, sick leave incentive, equal benefits for all employees 8/30/2023 7 23 AM
- 78 A Orthodontic care, I'd also like to see some incentive offered to employees to NOT take the city benefit pkg. The way it stands now there are employees that would go on spouses plans but there is simply no incentive to do so. 8/30/2023 7 22 AM
- 79 A A high deductible health insurance plan like the City of Kenosha. A better design for health insurance upon retirement, like the ability to use more sick hours to bring down the retirement premiums 8/30/2023 7 19 AM

Q39 On a scale of 1 to 10, how satisfied are you with your current job?

Answered: 131 Skipped: 0

DPW - 6.0
 CH - 7.5
 F - 8
 P - 6.4
 L - 9.1



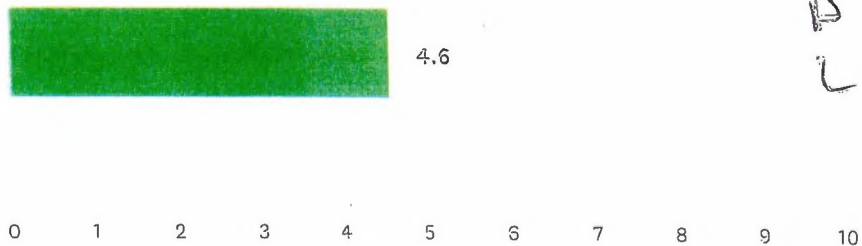
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	922	131

Total Respondents: 131

Q40 On a scale of 1 to 10, how effective do you find the communication channels within our organization?

Answered: 600 Skipped: 0

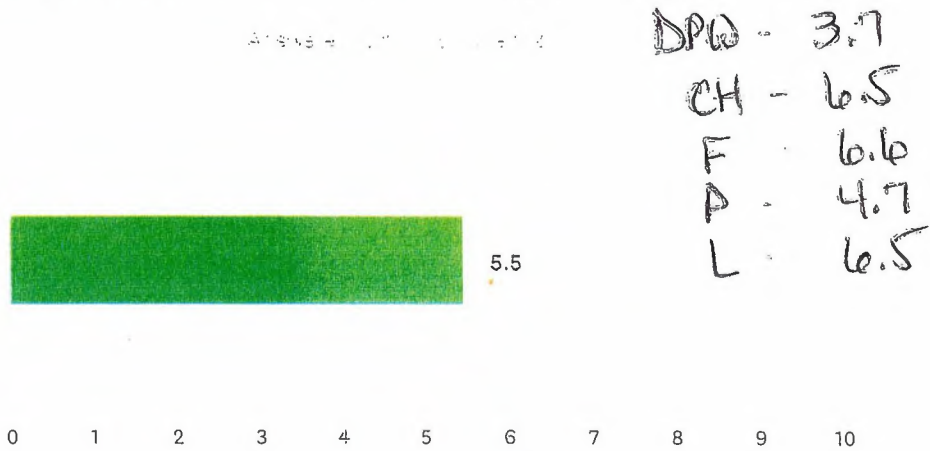
DPW - 3.0
 CH - 5.2
 F - 5.5
 P - 4.3
 L - 5.8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	600	131

Total Respondents: 131

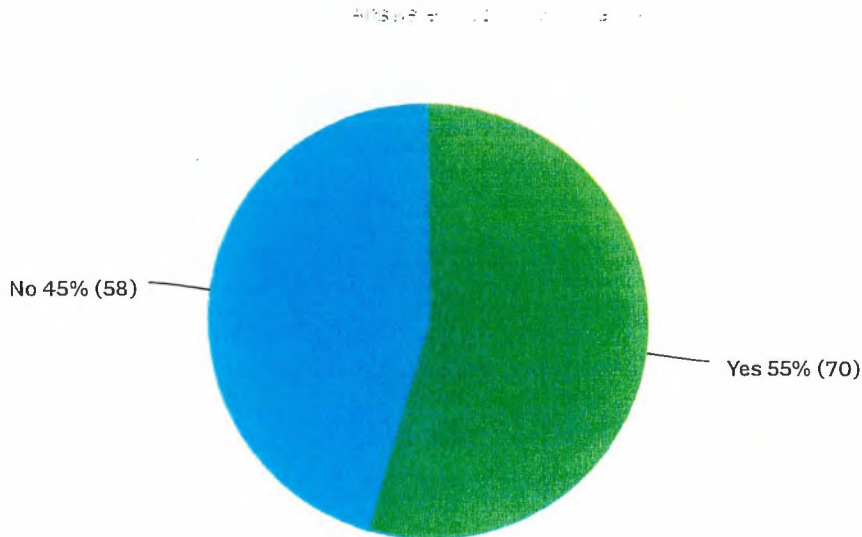
Q41. On a scale of 1 to 10, how satisfied are you with the frequency and clarity of communication from your superiors?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	711	130

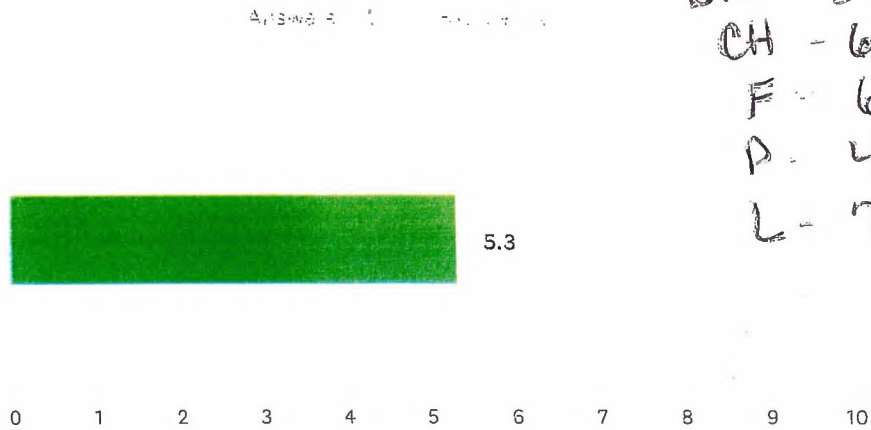
Total Respondents: 130

Q42 Do you receive regular performance evaluations and constructive feedback?



ANSWER CHOICES	DPW	CH	F	P	L	RESPONSES
Yes	17%	47	82	72	77	55%
No	83%	53	18	28	23	45%
TOTAL						128

Q43 On a scale of 1 to 10, do you receive sufficient feedback and recognition for your work?

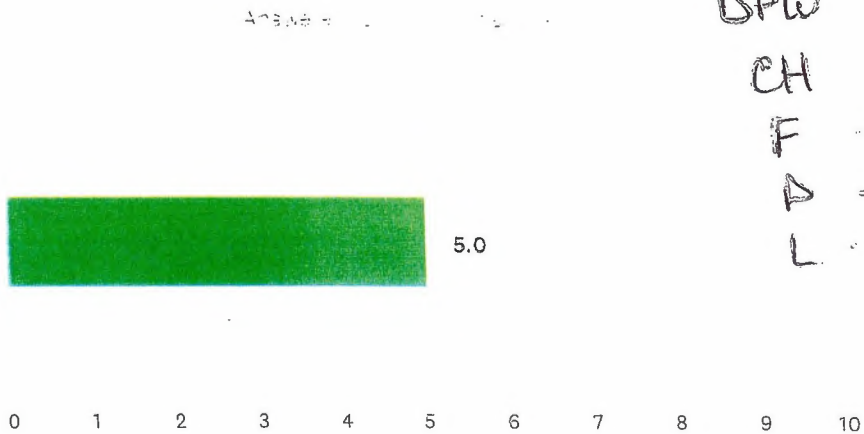


DPW - 3.1
 CH - 6.0
 F - 6.8
 P - 4.8
 L - 7.2

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	692	130

Total Respondents: 130

Q44 On a scale of 1 to 10, do you feel valued and appreciated for your work in the municipality?

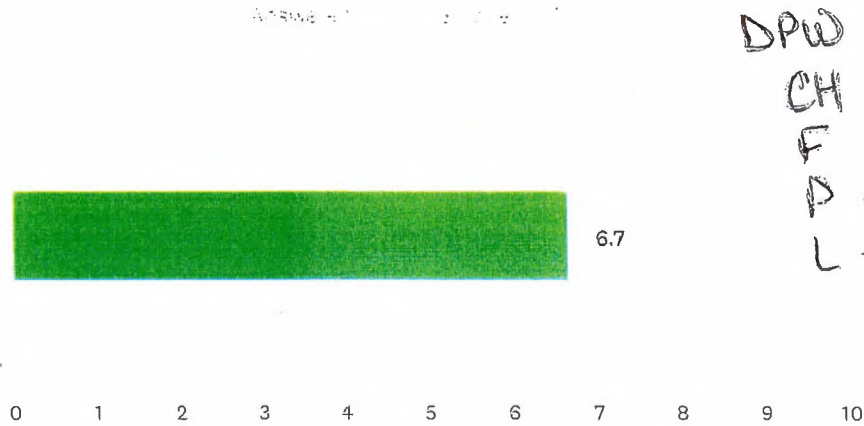


DPW 3.3
 CH 5.9
 F 5.8
 P 4.2
 L 7.2

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	658	131

Total Respondents: 131

Q45 On a scale of 1 to 10, do you feel that your immediate supervisor provides clear guidance and support?



DPW 4.1
 CH 7.8
 F 7.7
 D - 6.0
 L - 8.4

ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

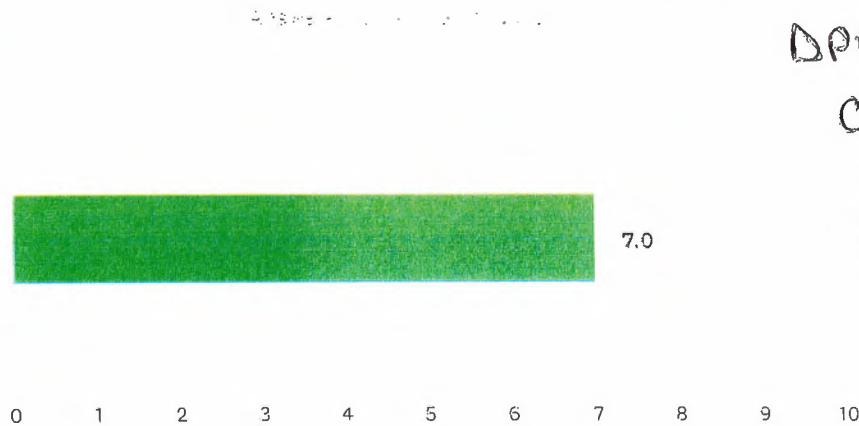
7

868

130

Total Respondents: 130

Q46 On a scale of 1 to 10, do you have access to the necessary resources and tools to perform your job effectively?



DPW - 7.0
 CH - 6.6
 F - 7.2
 A - 7.1
 L - 8.5

ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

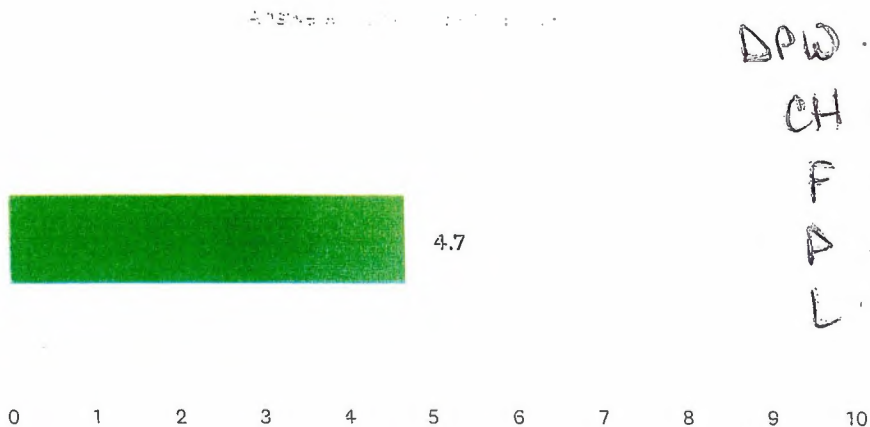
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912

130

Total Respondents: 130

Q47 On a scale of 1 to 10, are you satisfied with the overall leadership in the municipality?

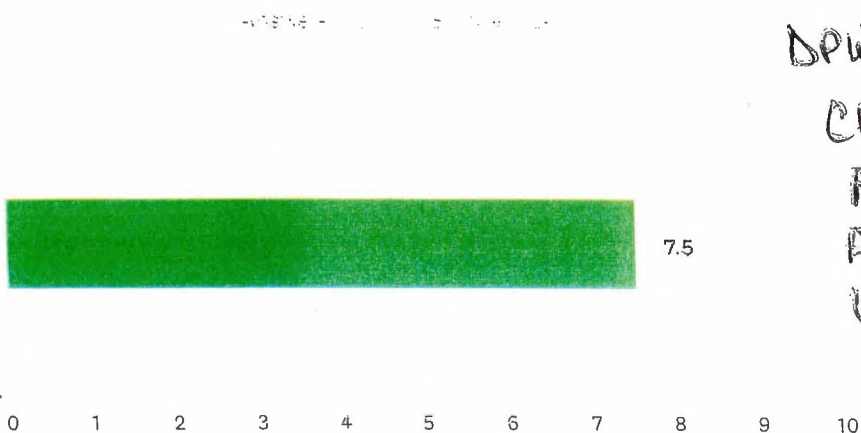


DPW - 3.8
 CH - 5.4
 F - 4.0
 A - 4.5
 L - 7.2

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4.7	620	131

Total Respondents: 131

Q48 On a scale of 1 to 10, can you collaborate effectively with your colleagues and teams?

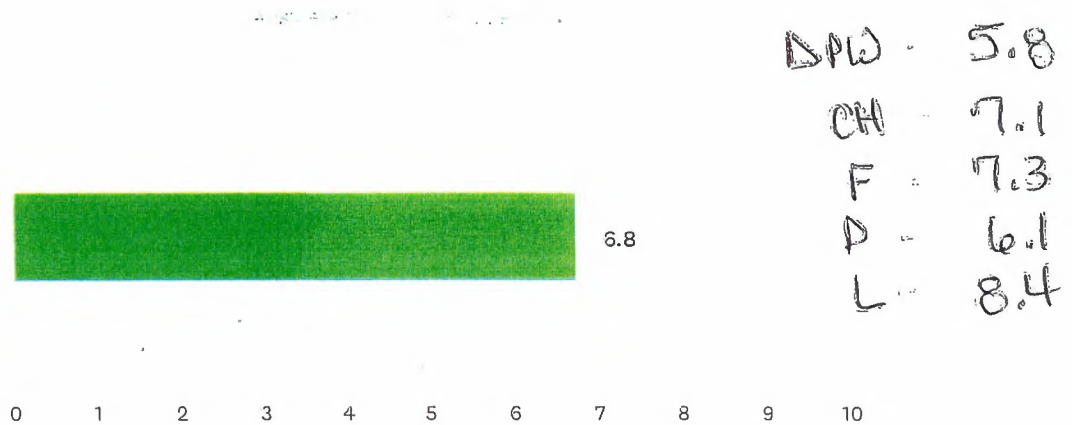


DPW - 5.0
 CH - 8.5
 F - 8.6
 A - 7.5
 L - 8.8

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7.5	989	131

Total Respondents: 131

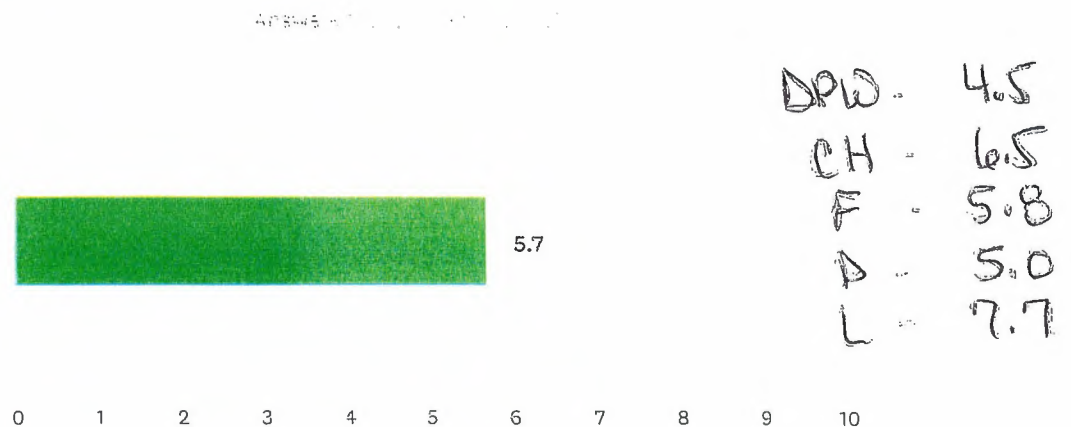
Q49 On a scale of 1 to 10, how healthy is your work-life balance?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	885	131

Total Respondents: 131

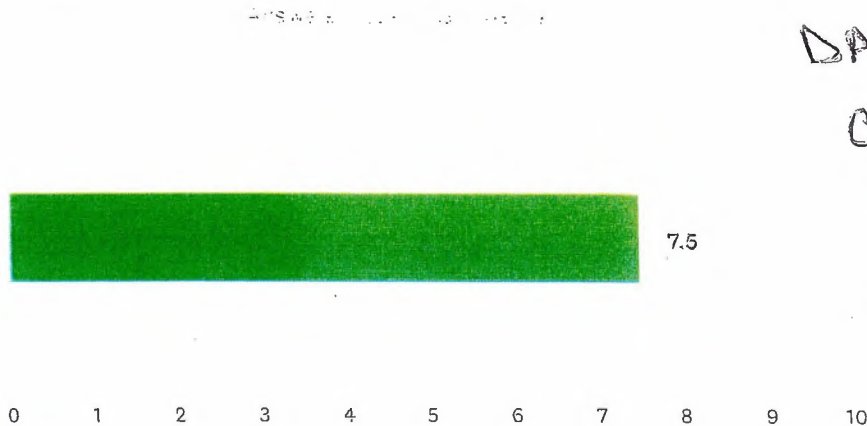
Q50 On a scale of 1 to 10, do you believe flexible work arrangements are available and supported by the municipality?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	728	128

Total Respondents: 128

Q51 On a scale of 1 to 10, how successfully are you managing your workload within regular working hours?

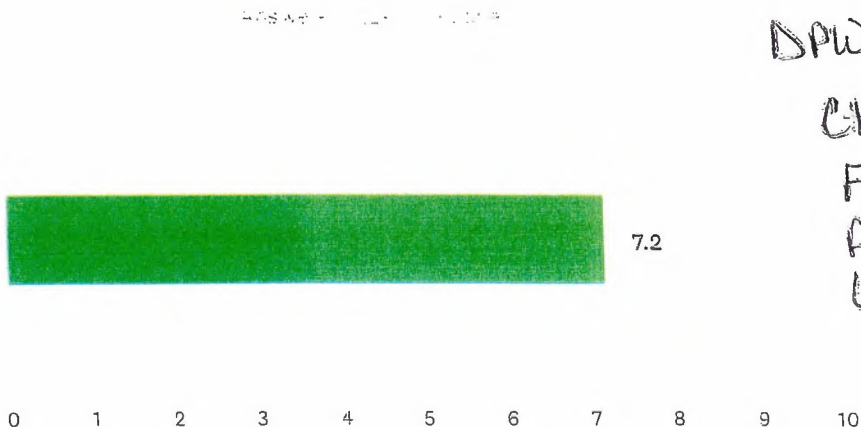


DAW - 6.9
 CH - 7.0
 F - 7.2
 P - 8.0
 L - 9.1

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	967	129

Total Respondents: 129

Q52 On a scale of 1 to 10, how supported do you feel in taking time off for personal reasons?

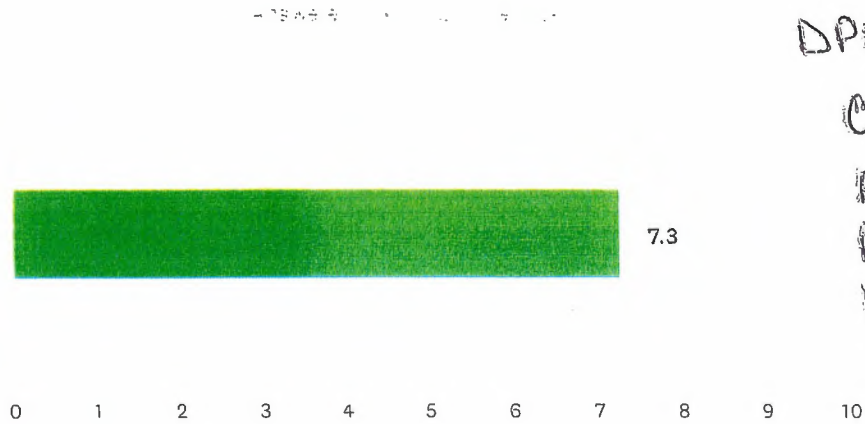


DAW - 6.9
 CH - 8.3
 F - 6.2
 P - 6.1
 L - 9.1

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7	926	129

Total Respondents: 129

Q53 On a scale of 1 to 10, how satisfied are you with your job's specific tasks and responsibilities?



DPW - 6.2
 CH - 7.7
 F - 7.8
 P - 6.9
 L - 9.2

ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

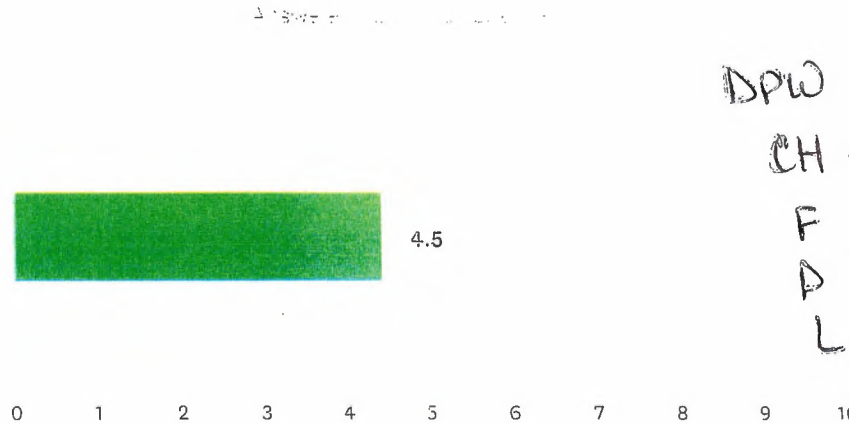
7

955

131

Total Respondents: 131

Q54 On a scale of 1 to 10, how much room for growth and advancement do you have within the municipality?



DPW - 3.4
 CH - 4.6
 F - 6.2
 P - 3.7
 L - 4.8

ANSWER CHOICES

AVERAGE NUMBER

TOTAL NUMBER

RESPONSES

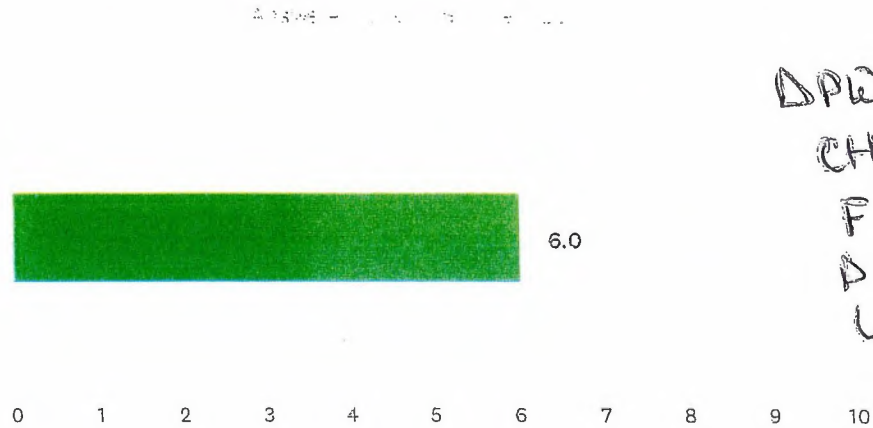
4

567

127

Total Respondents: 127

Q55 On a scale of 1 to 10, do you feel that you have access to the necessary resources and training to grow professionally?

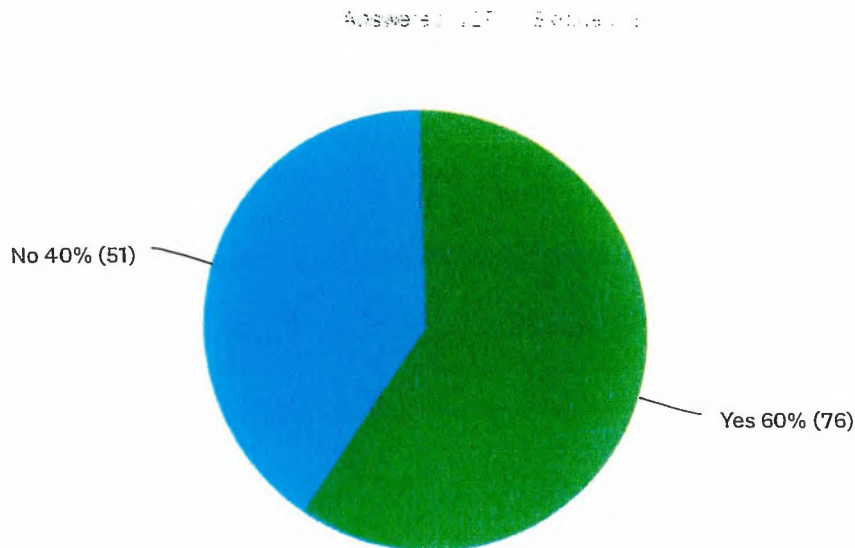


DPW - 4.8
 CH - 6.9
 F - 6.4
 D - 5.9
 L - 6.5

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	780	129

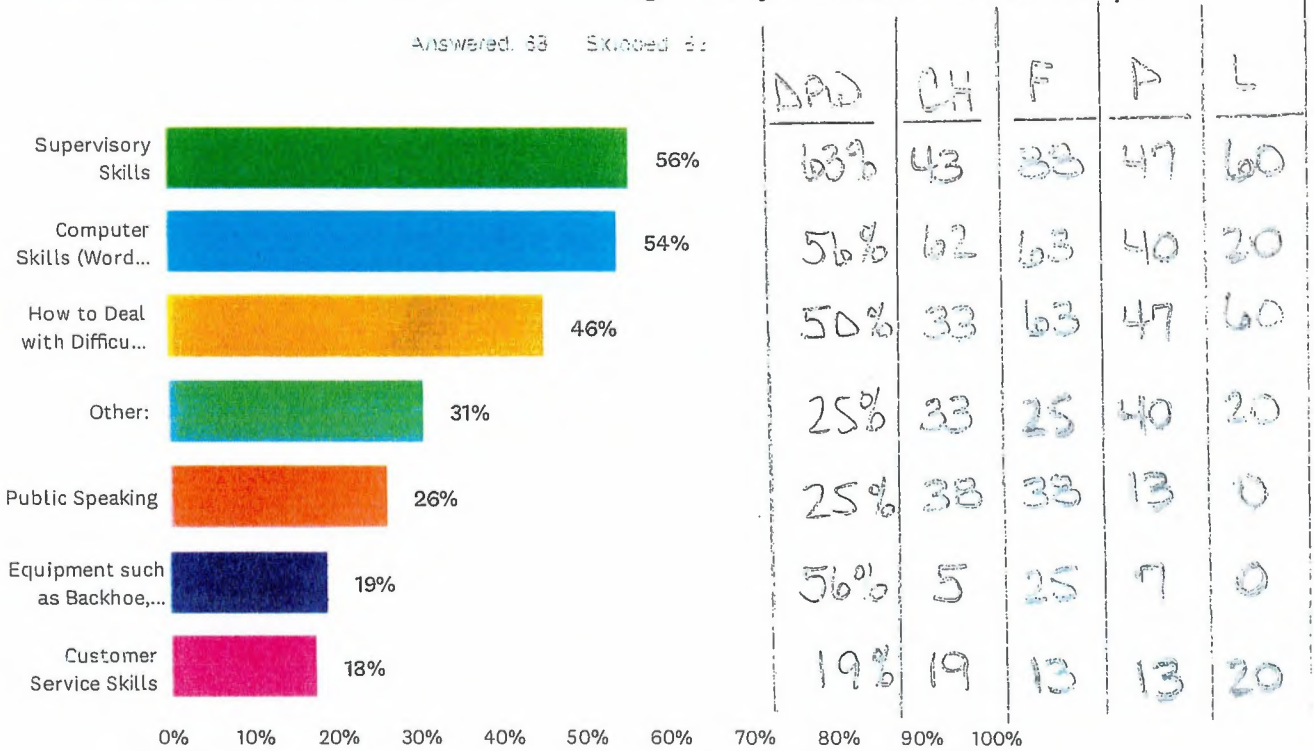
Total Respondents: 129

Q56 Are there any specific skills or areas of knowledge you would like to develop further?



ANSWER CHOICES	DPW	CH	F	D	L	RESPONSES
Yes	78%	65%	56	53	33	60% 76
No	22%	35%	44	47	67	40% 51
TOTAL						127

Q57 What additional skills or knowledge do you want to develop?



ANSWER CHOICES

- Supervisory Skills
- Computer Skills (Word, Excel, Publishing programs, BS&A, GIS, SCADA)
- How to Deal with Difficult People
- Other:
- Public Speaking
- Equipment such as Backhoe, Gradall, etc.
- Customer Service Skills
- Total Respondents: 68

RESPONSES

Supervisory Skills	56%	38
Computer Skills (Word, Excel, Publishing programs, BS&A, GIS, SCADA)	54%	37
How to Deal with Difficult People	46%	31
Other:	31%	21
Public Speaking	26%	18
Equipment such as Backhoe, Gradall, etc.	19%	13
Customer Service Skills	18%	12

#	OTHER:	DATE
1	P Job specific trainings	9/9/2023 10:25 AM
2	F If I have the opportunity to learn, I'm taking it!	9/9/2023 7:49 AM
3	Be able to have the budget to attend conferences and schools that help your career and the City. Additionally more classes such as: Leadership (Ethics), soft skills, Leadership: Technical Skills, People Skills, Stress Management, Succession Training, Stay Interviewing, Performance Evaluation, Communication as a Leader, etc.	9/8/2023 1:35 PM
4	CH Network Security and Servers	9/8/2023 9:13 AM
5	CH more training and classes in specific fields	9/5/2023 12:12 PM

City of Franklin Employee Survey

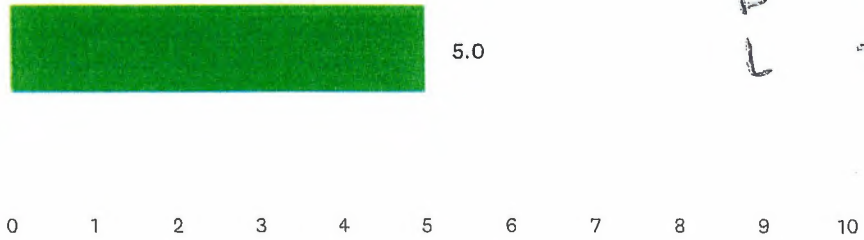
6	learn to catalogue books	9/1/2023 12:58 PM
7	2nd language	9/1/2023 12:53 AM
8	Succession planning.	8/31/2023 7:51 PM
9	How to deal with difficult and condescending co workers	8/31/2023 3:56 PM
10	Problem solving, Achieving better collaboration, stress management	8/31/2023 1:57 PM
11	Learn more aspects of my position	8/31/2023 11:02 AM
12	The experience and training we have gained outside of this agency is seldom utilized or viewed as relevant.	8/31/2023 12:26 AM
13	Ipad training	8/30/2023 7:37 PM
14	Workplace Safety programs	8/30/2023 4:32 PM
15	Specific to my job	8/30/2023 11:54 AM
16	Leadership and communication	8/30/2023 9:59 AM
17	AutoCAD Training	8/30/2023 9:47 AM
18	Specific to my employment duties	8/30/2023 9:30 AM
19	There is little instruction or allowance to use newer programs, or direction how to use certain programs.	8/30/2023 9:24 AM
20	How to lead an engaged meeting (including agendas etc)	8/30/2023 8:58 AM
21	There are specific certifications to my position I would like to receive	8/30/2023 8:30 AM

City of Franklin Employee Survey

Q58 How would you describe the overall culture of our organization?

Answered: 128 Skipped: 11

DPW - 4.2
 CH - 5.0
 F - 5.6
 D - 4.4
 L - 7.6



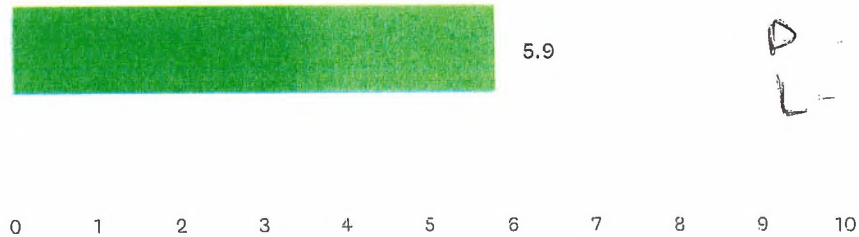
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	641	128

Total Respondents: 128

Q59 Do you feel that your values align with the City?

Answered: 127 Skipped: 11

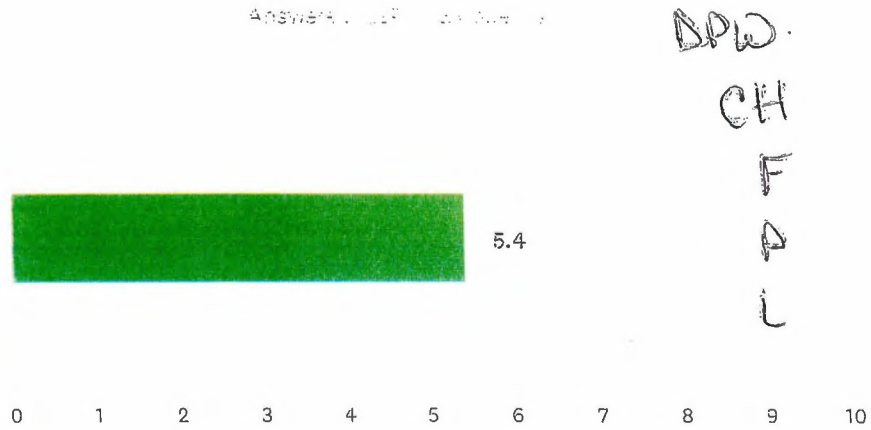
DPW - 5.0
 CH - 6.1
 F - 6.4
 D - 5.7
 L - 6.8



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	743	127

Total Respondents: 127

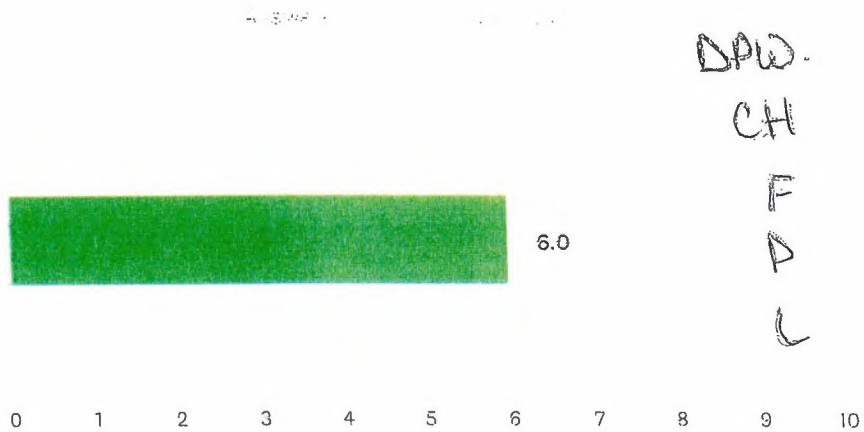
Q60 Are you comfortable voicing your opinions or concerns within the organization?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5	702	129

Total Respondents: 129

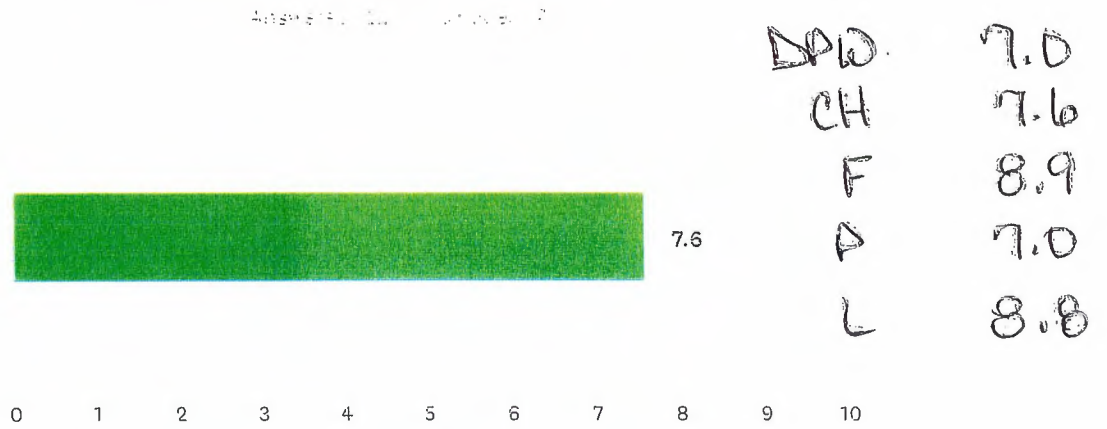
Q61 Do you believe the City values and promotes diversity and inclusion?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	6	752	125

Total Respondents: 125

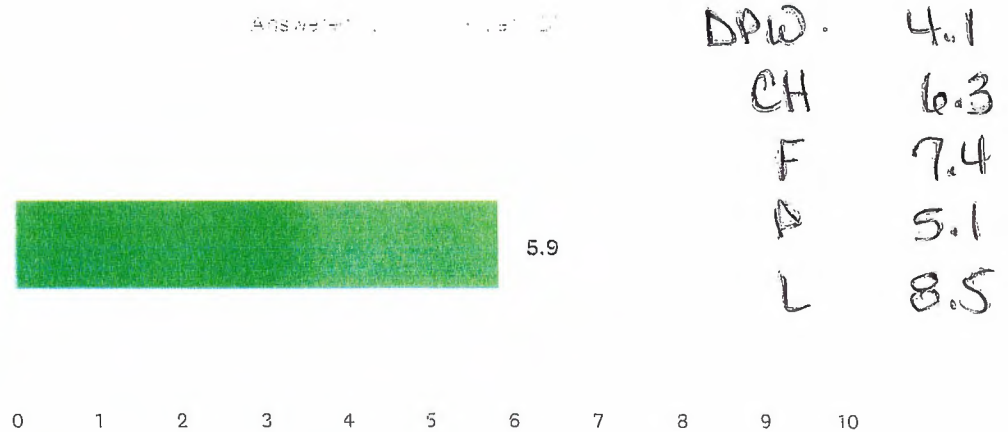
Q62 Do you feel like you are treated fairly and respectfully regardless of your background (sex, race, LGBTQ+ status, etc.)?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	7.6	8	957

Total Respondents: 126

Q63 On a scale of 1 to 10, how likely are you to recommend our organization as a workplace?



ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	5.9	6	762

Total Respondents: 130

Retiree Health Insurance

The City of Franklin offers certain retirees, and their families, the ability to continue in the City’s health insurance program following their retirement. All other terms and conditions relating to health insurance set forth in the respective health plan, including but not limited to the terms relating to deductible and prescription drug co-payments, shall apply.

The health insurance coverage provided for retirees, spouses, and the families by the City does not vest upon retirement or other termination of employment. The health insurance coverage provided herein and the contribution for the cost of coverage may change in the future as determined solely by the City.

Retiree Eligibility and Participation Requirements: In addition to the requirements of the health plan itself, following are certain other requirements and benefit levels.

All Non-Represented Full-time employees, excluding Fire and Police Command Staff, Police Sergeants, and Public Works employees: Any such employee who has reached a minimum age of 62 years and has 20 years of credited service with the City shall be eligible to obtain payment of 75% of the retiree health insurance premium rate in effect at the time of retirement from City service. Eligibility for premium payment shall stop when the employee reaches age 65, or becomes eligible for Medicare, or the employee accepts employment from which health insurance benefits are available. (Effective 1/1/2023: this is an improved benefit for Dispatchers and an added benefit for those positions formerly in the Teamsters Clerical Union or the AFSCME Inspection Union.)

Fire Department Command Staff: An employee who retires from employment with the City under a regular pension at statutory normal retirement age (age 53 as of January 11, 2005) and who has attained twenty five (25) or more years of full time service (twenty (20) years effective January 1, 2006) with the City or retires under a disability pension shall be eligible for enrollment in the City’s conventional hospital and surgical insurance program. The City shall pay seventy-five percent (75%) of the premium amount in effect on the date the employee retires, whatever that

figure may be, and will continue to pay that amount toward the employee's health insurance coverage until such employee reaches age 65, or the retired employee qualifies for Medicare, whichever occurs earlier. Participation in the City's health plan ceases at the earliest of the following: 1) The retiree's attains the age sixty-five (65), or 2) The retiree is eligible for Medicare, or 3) The retiree dies. Coverage shall not be extended to the retiree while he or she is eligible for coverage under another health plan.

The Police Chief, Assistant Police Chief, and Police Captains hired or promoted after December 2009: For the Police Chief, Assistant Police Chief or Police Captains who retire on a regular pension (disability pensions, excluded) on or after January 1, 2010, the City shall pay seventy-five (75%) of the cost towards the single plan premium or the family plan premium of the health plan the employee was in prior to retirement, and such payment shall remain frozen at that level throughout the period of such payment. The employee/retiree must pay their portion of the monthly premium to the City Treasurer by the 15th of the month prior to the month the premium is due, or the employee/retiree may be dropped from the City's insurance program. The employee/retiree must be at least 53 years of age and have at least fifteen (15) years of service with the City of Franklin to qualify for the Retiree Health Plan benefits of this section. Said employees will continue to be covered by hospital and surgical insurance benefits until such employee reaches the age of sixty-five (65) or is eligible for Medicare, whichever occurs earlier, unless said employee voluntarily drops coverage or is dropped from the plan in accordance with the plan document or the allowance provided for herein. In the event the employee/retiree's spouse is not eligible for Medicare when the employee/retiree's participation in the insurance program ceases, the spouse may remain in the same City group health plan until eligible for Medicare solely at the expense of the spouse, provided that the spouse pays the full monthly premium therefore to the City Treasurer by the 15th of the month prior to the month the premium is due, or the spouse may be dropped from the City's insurance program.

Public Works and Sewer & Water Employees With Benefits: Any employee who has reached a minimum age of 60 years of age, and has 20 years of credited service with the City shall be eligible to obtain payment of 75% of their retiree health insurance premium upon retirement from City service. (Those employees hired by the City prior to 1/1/2023 may retire with this same benefit at age 60 with only 15 years of service.) The amount paid by the City shall be three-fourths of the premium amount paid at the time of retirement of the employee. The premium subsidy paid by the City shall cease at the earliest of the following, after which time he or she shall receive no payment or co-payment of any health insurance or other premium or payment by the City: (1) The employee/retiree is eligible for Medicare or (2) The employee/retiree's death.

Part-Time Employees: Part-Time employees do not qualify for retiree health insurance.

For retirements occurring after 12/4/2018, the following parameter or clarification applies to each of the above paragraphs outlining the retiree health insurance for the identified specific employee group. This parameter shall prevail in the event of a conflict in the wording with the above paragraphs. Where it is referenced above that the City shall pay seventy-five percent (75%) of the retiree health insurance premium upon retirement from the City service, that amount may vary, as described further below, in the event the employee changes between plan types, including but not limited to single, family, high-deductible, or PPO plan types.

If said retiree switches from a higher-premium plan type to a lesser-premium plan type, the City will continue to pay only 75% of the lesser-premium plan type that was in effect on the date of retirement; however, if a retiree elects a plan type with a lesser premium at or after retirement and subsequently switches back to a higher-premium plan type, the City will revert to paying 75% of the higher-premium plan type that was in effect on the date of retirement only if the added dependents were eligible for coverage on the date of retirement. Additionally, in the event a retiree selects or reverts to a plan type during an eligible continuation period, as provided for above, and that premium-type did not exist on the retiree's premium share calculation date (retirement date), the applicable retro-active premium-type rate shall be calculated based upon a percentage of the family plan using the then current year's premium rates.

<p>APPROVAL</p> <p><i>Slw</i></p>	<p>REQUEST FOR COUNCIL ACTION</p>	<p>MEETING DATE</p> <p>07/06/2021</p>
<p>REPORTS & RECOMMENDATIONS</p>	<p>Approval of an Employee Recruitment and Retention Tool Policy</p>	<p>ITEM NUMBER</p> <p>G.16.</p>

Below is information relative to and a recommendation regarding the approval of a new 'Employee Recruitment and Retention Tool Policy'.

This item was considered by the Personnel Committee in March, May, and June of 2021, and recommended for approval on a 7-0 vote at the June 21, 2021 Meeting.

BACKGROUND

With the extremely tight job market, as well as a number of hard to hire positions, there is a need to have more tools available in recruiting and retaining employees. This type of an initiative is becoming more common in the public sector, and something that the City could really use to be more competitive in recruitment and retention efforts.

ANALYSIS

Staff, along with the Personnel Committee, has been exploring these initiatives for a number of months, including: talking with the departments that have been experiencing a challenge in recruiting quality candidates to determine the issues encountered, reviewing policies from other employers, and drafting options for the Personnel Committee's review.

While this policy does offer additional compensation and stipends with regard to recruiting employees, the goal is to spend the funds wisely by securing quality employees expediently, reducing overtime paid during vacancies, increasing productivity as employment transitions occur, and reducing the City's turnover costs and time of vacancies.

The tools in this policy require dual authorization to ensure that they are being prudently administered. If approved, the policy will be used judiciously, as needed; and the Personnel Committee will review the use periodically to ensure that it is administered reasonably.

RECOMMENDATION

Staff recommends that the Common Council approve the recommended Employee Recruitment and Retention Tool Policy.

COMMON COUNCIL ACTION REQUESTED

Motion to approve the Employee Recruitment and Retention Tool Policy.



DRAFT

Employee Recruitment and Retention Tool Policy

1 00 POLICY PURPOSE

The purpose of this policy is to identify and authorize specific tools and applicable procedures to be used in designated circumstances to attract and/or retain employees, especially in a hard to hire job market and/or for positions that are hard to hire

2.00 ORGANIZATIONS AND PERSONS AFFECTED

This policy applies to authorized positions in the City of Franklin as detailed herein

3 00 REFERENCES

None

4 00 POLICY STATEMENT

The City of Franklin recognizes the importance of maintaining staffing at required levels. As part of this, there are some positions, which when left unfilled, create a substantial issue in maintaining service levels. Therefore, it is the desire of the City to create a policy to provide tools to have available for those specific needs. In addition, the City recognizes the difficulty in attracting quality candidates for positions and desires to use its willing employees in the marketing efforts.

5.00 DEFINITIONS

To be completed as necessary

6.00 **REFERRAL BONUS – Employee Referral Program**

Offering a referral program to current City employees is a viable recruitment tool that may assist in attracting desirable candidates and subsequently employees. City employees are excellent conduits to desirable candidates as employees know exactly what the City is looking for and are able to tell the City's story better than an advertisement does. This type of marketing is a win-win since employees tend to refer those candidates that they themselves would like to work with.

- 6.01 If a person that has been referred for employment consideration by an existing employee has been hired by the City of Franklin, the employee may be eligible to receive a bonus up to \$1,000
- 6.02 The bonus breaks down as follows
- A. Up to \$500 after the candidate is hired and serves three months of satisfactory employment.
 - B. Up to \$500 after the referred employee successfully completes his/her probation period
 - C. Amount of bonus will vary based on the difficulty to fill specific positions. The Director of Administration (DOA) will review positions regularly and maintain a schedule to administer the bonus. The DOA may give special consideration, in conjunction with the hiring Department Head, to adjusting the level of bonus allowed for special circumstances, prior to a specific position being posted.
- 6.03 To apply for the bonus, current, eligible employees must be named on the referred candidate's application for employment, and submit an application form to human resources. Submittal of the form shall occur no later than three (3) months after the referred employee's start date
- 6.04 **Eligibility:** All Franklin employees are eligible to participate in the Employee Referral Program, except: (1) Human Resources personnel and those with hiring authority over the referred candidates, and (2) temporary, seasonal, limited term, or former employees of the City
- 6.05 All referred candidates will be evaluated for employment consistent with the City's policies and procedures. Only those candidates who meet the essential qualifications for the position will be considered
- 6.06 **Confidentiality:** All information regarding the hiring decision will remain strictly confidential
- 6.07 Any disputes or interpretations of the program will be handled through the Department of Administration.

7.00 SIGN-ON BONUS

This recruitment tool will be used to assist in securing desirable candidates for hard to hire positions. This tool will be used sparingly, as needed, and each use shall be jointly authorized to ensure it is being prudently administered.

A sign-on bonus may be used as a final boost when a candidate is going back and forth whether to accept the position in hard to hire positions, it may be used when a candidate must purchase work-related items not included in existing compensation, or it may be used as a stipend in cases when relocation is needed.

- 7.01 This bonus will have up to two thresholds: one payment once the employment has begun, and the potential of another threshold after a probation has been successfully completed or at a reasonable amount of time in the future, up to two years after hire, to encourage some longevity. This ensures that the investment the City makes in a new employee is not misused.
- 7.02 The total amount of each bonus may vary, in amounts up to a maximum of \$2,500. It is expected that the maximum amount will be used extremely infrequently, and lower amounts will be used as needed.
- 7.03 All sign-on bonuses will be authorized jointly by the Director of Administration and the hiring Department Head.

8.00 ADVANCED NOTIFICATION OF VOLUNTARY SEPARATION STIPEND

This recruitment/retention tool will be used to incentivize employees, in certain positions, leaving City service to provide ample notice of departure, above what is required by City Policy, to allow the City to plan, recruit and secure replacement employees for positions that would be detrimental to the City if left open. For example, it may be a position for which a replacement needs to be in place, such as Police and Fire, causing overtime to occur due to the vacancy. Another example would be for positions that are only recruited for during certain times of the year, this may allow a department to plan in advance for the vacancy and secure a replacement in advance of the current employee vacating the position. Another example is a position in which a short-term replacement would only do the absolutely necessary duties, leaving critical duties left undone, causing operational issues in the organization. This scenario may include department head positions. And, the third example, related to the two examples above, is for positions in which it takes an extended period of time to hire, again considering police, fire, and supervisory and higher positions.

This tool will be used sparingly, only as needed, and each use shall be jointly authorized to ensure it is being prudently administered.

This stipend will have multiple thresholds depending on the position and the planning and operational needs of the City, with the stipend being paid, or a higher amount paid, if there is a valuable benefit to the City to do so

8 01 The threshold options are as follows

- A If a 150-day notice is provided, stipend up to \$2,500,
If a 90-day notice is provided, stipend up to \$2,000, and
If a 60-day notices is provided, stipend up to \$1,000

It is expected that the maximum amount will be used extremely infrequently, and lower amounts will be used as needed.

8 02 All stipends will be authorized jointly by the Director of Administration and the Mayor

Policy Review Period This Policy shall be reviewed at least every 3 years.
Established in 2021, next review no later than 2024

Staffing Report

Data as of October 11th, 2023

Open Positions					
Number of Positions	Title	Date of Vacancy	Reason for Vacancy	Employee Group	Status
1	Firefighter/ Paramedic	6/19/2023	Resignation	Fire Union	The Department is just starting a background check on a candidate
1	Maintenance Custodian	12/8/2023	Retirement	Non-Rep	Bob Tesch (Superintendent) is retiring Joe Wilson, current PD Maintenance Custodian has been offered and accepted the Superintendent position We have just finished interviewing candidates for his replacement
3	Dispatcher	1/3/24, and 1/3/24	Resignation and 2 Retirements	Non-Rep	One applicant is starting on 10/19 We are currently testing for additional candidates
1	Associate Planner	new	New Position	Non-Rep	Due to increases workload Common Council has authorized an additional Planning position We are currently taking applications and setting up a few interviews
1	Deputy Court Admin Asst	12/2/2023	Retirement	Non-Rep	Kari Kowalski is retiring after many years Amanda Baumgart has been promoted to the Court Admin Asst position and we are interviewing to fill her Deputy position
1	Chief Plumbing Inspector	10/2/2023	Resignation	Non-Rep	Tony Csavoj left the Director position to take a reduced work from home position Justin Ligocki has been promoted to Director and we are currently interviewing Plumbing Inspectors to replace his former position
2	Police Patrol Officers	10/3/2023 & 10/10/2023	Resignations	WPPA	2 Officers just resigned, both to move from the SE WI area 1 person is already selected to start at the Academy in January 1 more person is needed
3	Sewer & Water Tech	4/3/2023, 8/1/23, and 8/1/23	2 Retirements & 1 Promotion	Non-Rep	We had one new hire start on 9/5 and another starts on 10/16 We are still looking for one additional Technician

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