

**Outagamie Waupaca Library System
Board of Trustees Personnel Committee
February 25, 2025 Meeting Minutes**

The meeting was called to order at 6:00 pm by Shipps.

PRESENT: Cindy Fallona, Pete Gilbert, Cathy Thompson.

OTHERS PRESENT: Tyler Baeten, Bobbie Buchholtz, Bastia Looker, Bradley Shipps.

Gilbert moved, seconded by Thompson, to approve the agenda. Motion carried.

Fallona moved, seconded by Gilbert, to approve the minutes of the November 13, 2024 meeting. Motion carried.

Thompson moved, seconded by Gilbert, to elect Fallona as committee chair. Motion carried.

The committee discussed health insurance options for 2026 with the goal of controlling costs.

The committee instructed Shipps to compile 3-5 years of health insurance costs as a proportion of the OWLS budget and as a proportion of the personnel budget.

The committee further instructed Shipps to explore the potential employer and employee costs of moving to ETF's high deductible plan with an HSA and implementing employee classes to differentiate single and family plans.

At this time, the committee does not recommend exploring plans outside of ETF because current staff selection of several different providers within the ETF plan indicates that a single provider may not be able to meet our needs.

No decisions can be taken without 2026 premium information which will not be available until May at the earliest. The committee will next meet on June 19, 2025.

Having completed the agenda, Fallona adjourned the meeting at 7:08 pm.

Respectfully submitted,
Bradley Shipps, OWLS Director