

MINUTES
PORT OF SIUSLAW WORK SESSION

Wednesday, April 19, 2023, 6:00pm
Port of Siuslaw Conference Room
100 Harbor St, Florence, OR 97439

Via zoom - Terry Duman, President; Present - Mike Buckwald, Secretary,
Bill Meyer, 1st VP, Robert Ward, Treasurer, Craig Zolezzi, 2nd VP

Join Zoom Meeting

<https://us06web.zoom.us/j/82600810921?pwd=Rjkyc3piN1Jld2xCbzBKeGsvZC9LUT09>

Call to Order – 6:00pm

Public Comment: *none*

1. **Pay Analysis** – Zolezzi said the Port is looking at employee benefits. Currently, employees have a \$2,000.00 deductible and Zolezzi was asked to see what the insurance and/or Commissioners could do to get a better benefit. Zolezzi says one option is to pick a better plan which would cost more. The second option is to fund an HRA account. The Port would fund and own the account and there would be a third party administrator. He said the Port could put in one (1) or two (2) thousand dollars for each employee to use against their health deductible. Zolezzi said at the end of the year, if the fund wasn't utilized, the Port would not have to put more money in. If an employee used \$1000.00, the Port would need to replenish the account. Zolezzi said he looked at the utilization of our current policy and nobody has really used their deductibles. He also said the HRA is a better way to go than buying up the policy. Buying up the policy to get a lower deductible would cost the Port approximately \$5260.00 per year and go up every year after. Meyer wants to go around the room to get a general consensus. Duman had questions regarding the rate of pay for employees. Huntington said he has been working on that this past year and the Commission will see some changes in the budget also. Duman says he agrees with the HRA idea but doesn't want it to stop there. Ward said he is okay with the HRA, but thinks we need to discuss if any payroll changes are to be made that it be discussed within the Commission and not the budget committee. Huntington said he is thinking about a pay scale range for each employee. Ward would like Huntington to put it on paper. Buckwald wants Huntington to bring the Commission a proposal. Ward said we should have a work session before the budget committee. Meyer said the general consensus is to move forward.

Adjourn – 6:35pm