

Montgomery County Board Personnel Committee Meeting Minutes

Date: Thursday, February 28th, 2013

Time: 8:30 AM – County Board Room

Members Present: Chairman Mary Bathurst, Joe Gasparich, Jay Martin, Jim Moore, Mike Plunkett, Dave Ronen and Board Chairman Roy Hertel

Others Present: Holly Lemons, Ron Duncan, Sandy Leitheiser, Ray Durston, Betsy Wilson, Ron Jenkins, Bill Purcell, Steve Spinner, Jolie Burris

The committee met to discuss the following:

1. **Update/Approval Change Time of Regular Personnel Committee:** The next regular Personnel Committee meeting will be held on March 28th at 4:30 p.m. The meeting time was changed from 8:30 am to 4:30 pm. The Committee discussed changing their regular monthly meeting to the evening at 5:00 pm. The Committee will discuss a time change at their March Committee meeting.
2. **Update/Approval Consociate Dansig – Employee Health Insurance:** Steve Spinner and Jolie Burris with Consociate Dansig were here to present information on the County Employee Health Insurance and explained average rising costs. The Committee reviewed the aggregate report. Spinner explained that in the self-funded insurance area you don't want to reach your aggregate. The current Plan is running 69% of aggregate which is good when compared to previous years. The current Specific deductible is \$50,000. County is responsible for the first \$50,000 of benefits coverage per employee. Aggregating Specific was purchased 3 years ago. It is an additional deductible which is an additional \$125,000 for 1-3 people. Committee reviewed Specific and Contract Savings reports. The committee discussed working with County employees to use the wellness benefits. Steve Spinner stated that this Health Insurance plan has had very little change since this program started in January 2003 with Consociate Dansig. We currently utilize RAS for re-insurance. Consociates sent out requirements for proposals and suggested that Montgomery County stay with RAS for re-insurance. The committee needs to review and discuss information in order to get the renewal ready by June 1st 2013. The grandfather clause is still in effect from last year. This presentation will be provided to the Finance Committee on Monday to come up with a recommendation for the full board. If the Personnel and Finance Committee can agree on a recommendation, the underwriting process will stop.
3. **Update/Approval Circuit Clerk's Union Local #148:** Next meeting is Thursday, March 7th, 2013. Committee will meet at 5:30 p.m. and then with the Union at 6:00 p.m. in the County Board Room.
4. **Update/Approval Highway Dept. Union Local #1084:** Next meeting is Monday, March 18th, 2013 at 5:00 p.m. with committee and 5:30 p.m. with union.
5. **Update/Approval Internet and Social Media Policy and Guidelines:** The committee reviewed and discussed a draft of an Internet and Social Media Policy and Guidelines for the Employee Manual. Bill Purcell suggested a few changes and will meet with Assistant States Attorney Betsy Wilson on any revisions. Committee also discussed having employees take FOIA training so they are aware of what information on their computer and emails could be requested by a FOIA.
6. **Update/Approval Time-off Reports:** Committee reviewed the FY 2012 Time-Off Reports that were prepared by Treasurer Jenkin's Office.
7. **Update/Approval Executive Session:**
 - **Go Into Executive Session:** Motion by Dave Ronen, second by Jay Martin to Enter Into Executive Session to Discuss the Job Study. All in favor, motion carried. Session starts at 10:18 a.m.
 - **Come Out of Executive Session:** Motion by Jim Moore, second by Dave Ronen to Come Out of Executive Session. All in favor, motion carried. Session ends at 11:21 a.m.
8. **Update/Approval Job Salary Study:** Ron Duncan from the U of I gave a presentation to the committee in Executive Session. Motion by Plunkett, second by Gasparich to Recommend the Job Study Presentation by Ron Duncan to the Full Board at the March meeting so it can be reviewed for one month and take action at the April Full Board Meeting. All in favor, motion carried.

Motion by Jim Moore, second by David Ronen to adjourn the meeting.

All in favor, motion carried. Meeting adjourned at 11:27 a.m.

The summaries of minutes were respectfully submitted by acting secretary Christine Daniels, as Deputized by Montgomery County Clerk/Recorder Sandy Leitheiser.

Draft