

Montgomery County Board Personnel and Finance Committee Joint Committee Meeting Minutes

Date: Thursday, November 21st, 2013

Time: 4:00 PM – County Board Room

Members Present: Chairman Mary Bathurst, Joe Gasparich, Jay Martin, Jim Moore, Mike Plunkett, Dave Ronen, Connie Beck, Megan Beeler, Bonnie Branum and Board Chairman Roy Hertel

Others Present: Travis Schmidt, Jolie Burris, Ron Jenkins, Liz Holcomb, Betsy Wilson, Sandy Leitheiser

The committee met to discuss the following:

1. Update/Approval Special Joint Meeting with Finance & Personnel:

- Discuss Affordable Care Act: Travis Schmidt and Jolie Burris from Consociates provided a handout that explains the Health Care Reform Timeline that started in 2010.
- Health Insurance customer service issues in the Sheriff's office: Committee Chairman Bathurst received a document with a couple of complaints regarding customer service issues when dealing with the health insurance.
- Chairman Hertel asked about life insurance coverage for employees and their families and stated that we need to fix our life insurance coverage and it is easier to do this now because it is "open enrollment" time. The committee also asked about volunteers and if they have to be on the county insurance policy and referenced the article in the County to County magazine regarding volunteer firemen needing to be on the municipality insurance. Travis is not aware of this and will check into this issue. Travis also stated that the County is in good shape and complies with all the mandates of the Health Care Reform Act. We are not in jeopardy of having to pay the excise tax for having a high cost health insurance plan. The wellness plans are not included in the cost of employer-sponsored health insurance. The law says you have to offer incentives or wellness plans to all employees even if an employee is not on the health insurance.

2. Update/Approval Workplace Wellness Program Update: Committee Chairman Mary Bathurst stated that further review needs to take place regarding the financial impact on the proposal to have a "Wellness Program" for all County Employees.

3. Update/Approval Circuit Clerk Grievance Update: The committee is waiting for Union Business Agent Dan Sweet to re-schedule a meeting with the Personnel Committee. The meeting will most likely be scheduled in January.

4. Update/Approval Personnel Manual: The Committee reviewed the exempt employee policy and discussed the issue of exempt employees and adjusting the sick time hours for IMRF purposes. **Motion by Mike Plunkett and second by Dave Ronen to introduce the Personnel Manual changes to the Full Board. All in favor, motion carried.**

5. Update/Approval FOP Union Negotiations: The Committee met with Union Representatives from the FOP Union and we are waiting for a response on the proposals that were discussed.

6. Update/Approval Other Business: None at this time.

Motion by Jay Martin, second by Dave Ronen to adjourn the meeting. All in favor, motion carried.

Meeting adjourned at 7:27 p.m.

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

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