

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF MARCH 6th, 2013

Committee Chair Holt called the meeting to order at 5:01 p.m. in the committee meeting room within the Livingston County Historic Courthouse.

Present: Holt, Ingles, Allen, Cohlman, Flott, Wittenberg

Absent: Bullard

Also Present: Marty Fannin, Earl Rients, Joe Steichen, Alina Hartley, Linda Daniels, June Slagel, Jeff Gilmore (BPA)

Holt requested the agenda be amended to add 2 FT Correctional Officers to the agenda. Holt then called for any additional changes. With none being requested, the agenda stood approved as amended.

The Committee reviewed the minutes of the February 6th, 2013 meeting. *Motion by Flott, second by Wittenberg to approve the minutes of the February 6th, 013 meeting.*

MOTION CARRIED WITH ALL AYES.

Jeff Gilmore, Benefit Planning Associates – Healthcare Reform Act. Explanation of Pay to Play – Jeff Gilmore stated that there is a lot of information and misinformation out there. Gilmore stated that right now the effective dates are moving targets; currently January 1st is the date that the insurance exchange should be active, other dates have been pushed back. Gilmore distributed a Healthcare Reform Toolkit for the Committee's review. Gilmore reported that he had been reviewing the changes with Daniels to see what the effect will be to the County. Gilmore stated that currently the County offers coverage for those employees working 32 hours and over per week. Gilmore stated that the new law requires that coverage be offered at 30 hours. Gilmore stated that this will require that Daniels monitor the hours worked annually. Daniels reported that currently there is one employee that could be affected with an average of 29.78 hours per week. Gilmore stated that the individual would not be eligible until the next enrollment period. Gilmore stated that there is a requirement to notify employees of the exchange, but that has been put off likely until the summer. Gilmore stated that the part time employees are likely the only ones to be affected. Gilmore stated that there is not a lot to do right now. Gilmore reported that the County's current loss ratio is at 57% which is good.

Retiree Health Insurance – Adding Dependents after Retirement– Holt reported that Daniels received a request from a retiree to add a dependent to their insurance plan. Holt stated that he had asked whether the County could require a health exam prior to agreeing to allow the addition, but since the County does not have that requirement for its current members that would not be appropriate. Holt stated that he fears there could be an increase in cost. Currently the county does not subsidize any dependents. Gilmore stated that the retiree may be better off going with Cobra until January 1 when the spouse could

go to the exchange to obtain coverage. Gilmore stated that this instance may be as simple as explaining the options; Gilmore volunteered to assist the County. Discussion took place. *Motion by Ingles, second by Flott to not extend the option to add dependents to retired employees and request Daniels have an amendment to the Personnel Policies drafted.* **MOTION CARRIED WITH ALL AYES.**

2FT Correctional Officers – Cox stated that initially the Department of Corrections recommended a staffing level of 28 correctional officers to staff the facility. Cox stated that they have been able to work with 24 CO's, but this year there is a younger staff, with pregnancies, medical leave and turn over resulting in significant overtime costs. Cox stated that they added 31 beds to the facility, but when DOC reviewed them they stated that they could only be used for overflow unless the County increased its staffing levels. Cox stated that the Feds have been looking at the facility for protective custody housing. Cox stated that he would prefer not to adjust the number of Cook County detainees housed. Cox stated that they will only need to house an additional six inmates to cover the cost of the additional two correctional officers. Discussion took place regarding the net profit of housing detainees; the Committee requested that those numbers be available prior to the Board meeting. Consensus of the Committee was to place the item on the County Board agenda for March.

Motion by Wittenberg, second by Flott to adjourn. **MOTION CARRIED WITH ALL AYES.** Meeting adjourned at 6:12 p.m..

Alina M. Hartley
Administrative Resource Specialist