

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF SEPTEMBER 4th 2013

Committee Chair Holt called the meeting to order at 4:40 p.m. in the committee meeting room within the Livingston County Historic Courthouse.

Present: Holt, Ingles, Allen, Bullard, Cohlman, Flott, Mays (arrived at 5:15 p.m.)

Absent:

Also Present: Marty Fannin, Joe Steichen, Mark Runyon, Earl Rients, Alina Hartley, Linda Daniels, June Slagel, Kristy Masching, Barb Sear, Mike Shaughnessy, Seth Uphoff, Tom Blakeman, Tom Bailey, Jeff Gilmore

Holt called for any addition or corrections changes, with none being requested. *Motion by Ingles, second by Cohlman to approve the agenda as presented.* **MOTION CARRIED WITH ALL AYES.**

The Committee reviewed the minutes of the August 7th & August 12th, 2013 meetings. *Motion by Flott, second by Ingles to approve the minutes as presented.* **MOTION CARRIED WITH ALL AYES.**

Health, Dental & Vision Renewal – Jeff Gilmore presented the Committee with the 2014 Health Insurance Renewals. Gilmore stated that while most insurance policies are going up, the County policy will be decreasing by \$190,638. Gilmore stated that the decrease also includes the fees for transitional reinsurance and health insurer, that are now required. Gilmore noted that the premium is now lower than where the County was at with Local Government Health Plans in 2009.

Gilmore stated that in the past the County has discussed offering a second plan choice to make the family coverage more affordable to employees. Gilmore stated that by increasing the deductible amount to \$2,500, a policy can be offered at a rate of \$1,180.52 for family coverage, compared to the \$1,405.38 with a \$250.00 deductible. Gilmore stated that the County will still contribute the same financial on either plan, but the higher deductible option maybe more affordable to employees. Discussion took place. *Motion by Cohlman, second by Flott to approve the renewal and offer both options to county employees.* **MOTION CARRIED WITH ALL AYES.**

Ad Hoc Committee Update– Ingles reported that the Ad Hoc Committee met with both elected officials and appointed officials to review the proposed resolution. Ingles stated that the department heads expressed some legitimate concerns with the process being cumbersome and possible timing complications.

Holt stated that he had discussions with some of the departments and is aware that some departments have already taken steps to reduce staffing levels while others continue to add. Holt stated that he would recommend an advisory committee of department heads be appointed to look at other options. Holt stated that he would like their opinions and

ideas on how things can be done differently while achieving the same goal. Holt recommended that duplication of work, cross training and software upgrades be considered. Holt stated that he has asked Seth Uphoff, Kristy Masching, MaLinda Hillman and David Winters to participate in the group; Linda Daniels will head the group from a personnel stand point.

Motion by Bullard, second by Allen to adjourn. **MOTION CARRIED WITH ALL AYES.** Meeting adjourned at 4:18 p.m..

Alina M. Hartley
Administrative Resource Specialist