

MINUTES

PERSONNEL COMMITTEE
CITY OF BRANSON, MISSOURI
November 12, 2009

1) Call to Order

The Personnel Committee met in the Court Room of City Hall on Thursday, November 12, 2009, at 3:00 p.m.

2) Roll Call

Members present: Mayor Raeanne Presley, Sandra Williams, Dr. Rick Davis, and Bill Starks.
Also present: Dean Kruithof, Lori Helle, Kelli Fleck, Becky Iverson, and EPC Committee members Dennis Brunner, Tim Bonner, Kelli Tucker, Hillary Bargman, Cheryl Lovato, Matt Gregory, and Nancy Haskin.

3) Presentation of insurance proposal

John Akers, representing Akers & Arney Insurance, the insurance broker for the City of Branson, presented the committee with health, dental, life, and EAP proposal comparisons. The current health provider is Anthem Blue Cross, who proposed no increase in premiums for the upcoming term, with an annual premium of \$2,342,825.28 based on the current employee enrollment. The lowest proposal received was United Healthcare with an annual premium of \$2,179,339.80. Not all services are the same across the board, and after much discussion, John explained the three options for the committee are to 1) stay with Anthem; 2) go with United Healthcare, the lowest bid; or 3) have John go back to Anthem to see if they can discount their rate. A motion was made by Sandra Williams and seconded by Bill Starks to have the City insurance broker contact Anthem and negotiate the best rate possible and report back to Dean Kruithof by noon on Wednesday, November 18, 2009. Motion passed.

The current dental insurance provider is Delta Dental. Although they are the high bid of the four bids that were not self-funded, John Akers reported his experience indicates that Delta is by far the best. In the past, he has moved clients away from Delta for companies with lower rates, only to have all of them return to Delta. The recommendation from Akers was to stay with the current provider. Sandra Williams moved to keep the current dental insurance provider, Delta Dental of Missouri; motion was seconded by Dr. Rick Davis; motion passed.

The EAP provider currently is New Directions EAP, and it was the recommendation of John Akers that the City stay with them. New Directions was the highest bid of the three received, but changing companies would interrupt treatments, etc. and there was not a significant money difference in the other proposals. Bill Starks moved to keep the EAP provider, New Directions EAP; motion was seconded by Sandra Williams; and the motion passed.

Anthem Life Insurance Company is the current provider of the City's Life and AD&D insurance for full-time employees. Principal was the low proposal, but staff felt it would be very difficult administratively to have different providers for health and life, and could very possibly cost more than the difference between the two bids. Dean Kruithof moved to have John Akers, the City's insurance broker go back to Anthem Life and try to negotiate their rate down. If this is not possible, then his recommendation was to go with the Principal Insurance proposal. Bill Starks seconded the motion and the motion passed.

Dean asked John Akers if he had any insight into what was going on in Washington regarding the healthcare bill. John stated he is participating in some email chains, but does not have a clear-cut answer to Dean's question. The committee asked John to return to a meeting in the near future and report on how this healthcare bill is progressing.

4) Review of revised Personnel Manual changes.

Dean Kruthof reported that the EPC Committee has worked on the revisions to the Personnel Manual, and were now presenting the draft to the Personnel Committee. Dean also informed the committee that throughout this process, the City's labor attorney, Paul King, had been consulted on various issues. He also told the committee that not all of the revisions were 100% unanimous, but were an agreed upon compromise. A list of changes, in order of their highest importance, had been distributed earlier and was used to proceed through the revisions. It is the hope of staff to have the revised Personnel Manual in place by January 1, 2010.

The revision of Article 17, Section 4, *Worker's Compensation/On the Job Injury or Illness* was the topic of a great deal of discussion regarding whether employees should be able to use their accrued sick and/or vacation time to make up the difference between their regular pay and the two-thirds average salary paid by Worker's Compensation. Many aspects of this were discussed, and the final outcome was for staff and the EPC Committee to go back to the drawing board. This Article can be amended at a later date if the Committee recommends future changes.

Also, Administrative Rule 15, Referencing Article 17, *Temporary Transitional Duty*, was revised and also required a lot of discussion. Members of the EPC Committee expressed their views on the revisions of both Article 17 and Rule 15, as did other members of the Committee. Mayor Presley summed up the discussion by stating that it comes down to the philosophy to get employees back to work as soon as possible. This is where Administrative Rule 15 becomes very important in that, in a lot of instances, employees can work transitional duty until able to return to their regular jobs, thus getting them back into the workplace much faster.

Other revisions were discussed, and as with staff and the EPC Committee, a few of these revisions were a give and take compromise among the Personnel Committee members. The final decision of the Personnel Committee was to recommend the revised Personnel Manual, as it stands, to the Board of Aldermen.

The Committee agreed to cancel the regularly scheduled Personnel Committee meeting on Thursday, November 19, 2009. The next meeting will be held on Thursday, December 17, at 4:00 p.m. in the Fish Bowl at City Hall.

5) Adjourn

Sandra Williams moved to adjourn the meeting at 5:15 p.m., seconded by Dr. Rick Davis, motion passed.