

**PERSONNEL COMMITTEE MINUTES
THURSDAY, DECEMBER 8, 2011**

Minutes of the December 8, 2011 Personnel Committee Meeting.

At 10:00 a.m. Chair Weiss called the meeting to order.

MEMBERS PRESENT: Chair Weiss, Supvs. Wedde and Gellerup.

OTHERS PRESENT: Kate Surprise, Deb Behringer.

APPROVAL OF AGENDA: A motion was made by Supv. Wedde, seconded by Supv. Gellerup, to approve the amended agenda. Motion carried.

APPROVAL OF MINUTES: A motion was made by Supv. Gellerup, seconded by Supv. Wedde, to approve the minutes of the prior meeting. Motion carried.

REPORTS: Administrative Coordinator Deb Behringer updated the Committee on trouble spots with the phone conversion. Faxes are an issue.

OLD BUSINESS: 2012 Health Insurance. Kate Surprise asked the Committee to allow her to remain on the POS Health Insurance plan for 2012. Supv. Gellerup and Chair Weiss indicated that the health insurance offering for 2012 will be the HMO high deductible plan. The Committee asked that Terry Martz be invited to the January meeting.

Review and Possible Recommendation on 2012 Personnel Policies. The Committee continued with the review of the policies. Comments from the focus group were reviewed and considered. The Committee reviewed the benefit structure and made their final recommendations. A motion was made by Supv. Wedde, seconded by Supv. Gellerup, to send the policy in its entirety to the full board. Motion carried.

Review and Possible Recommendation on Travel Reimbursement Updates: A motion was made by Supv. Gellerup, seconded by Supv. Wedde, to approve changes to the reimbursement policy that allows for reimbursement for meals only when the employee is away overnight. Motion carried.

Short Term Disability Decision. A motion was made by Supv. Gellerup, seconded by Supv. Wedde, to allow Ruth and Deb the authority to make a decision on which firm will be contracted with to provide the group disability policy. Motion carried.

Work Comp Update. Deb explained that Aegis presented a proposal that allowed for a flat 10% guaranteed dividend with a 25% slider. If the County had both liability and work comp coverage through Aegis, the County would receive 5% off of the liability coverage. The Committee decided to retain coverage through Liberty Mutual with a 32.5% guaranteed dividend. Motion carried.

NEW BUSINESS: None.

Possible future meeting dates include: December 28, January 4 and January 18.

There being no further business, the meeting was adjourned.

Respectfully submitted,

Debra S. Behringer
Administrative Coordinator

/dsb