

MINUTES

HUMAN RESOURCES COMMITTEE

CITY OF BRANSON, MISSOURI

June 19, 2019

1) Call to Order

The Human Resources Committee met in the Fishbowl of City Hall, Wednesday, June 19, 2019. The meeting was called to order by Mayor Edd Akers at 9:32 am.

2) Roll Call

Committee Members present: Mayor Edd Akers, City Administrator Stan Dobbins, Alderman Kevin McConnell and Alderman Rick Castillon. There is a quorum.

Also present: Human Resources Director Jan Fischer, Risk Manager Bob Smither, Safety Officer Kelly Farner, Senior Human Resources Generalist Kimberly Cooper, Human Resources Generalist Jamie Patrick, and Human Resources Clerk Gina Stech; also present Finance Director Jamie Rouch, Chena Simmons from Administration, Communications Manager Melody Pettit, Laurie Cogle from Public Works, and John Akers of Ollis, Akers, Arney.

3) Acknowledgement of April 18, 2019 and May 20, 2019 Minutes.

Motion to approve: City Administrator Stan Dobbins; Second: Rick Castillon; Vote: 4 yes, 0 no.

4) Discussion of New Hires/Promotions/Reclassifications.

Discussion led by Human Resources Director Jan Fischer.

5) Discussion of Direction for 2020 Employee Medical Insurance Coverages.

Discussion led by John Akers. John introduced the discussion by saying he wanted to get some planning direction from the City for 2020 employee medical insurance coverage – are there any big changes that would be considered that could affect number of plans offered, deductibles offered, employee contributions to premium payments specifically for dependents, etc. John re-stated that the City's pricing is based 100% on City employee claims statistics; this is not a bid year for medical coverage but bids must be done every three years but can be done annually – he needs to know if the City wants to go out for bid this year. A review of the City's current coverage followed which included a handout of the City's enrollment packet for 2019. Currently, there are 263 plan participants: 117 enrolled in the buy up plan; 91 enrolled in the base plan; and 55 enrolled in the H.S.A. plan – which is up 10% for a total of 20% of our enrollment for 2019. John asked what the City wants to do from a strategic standpoint - tweak the plan, etc. He stated 66% of City employees are spending less than \$1000 in medical expenses, suggesting most City employees are over-insured. One item asked by the committee: do other municipalities pay premiums towards dependent coverage? Jan responded that yes, other municipalities do pay a high percentage towards dependents and even some Fire Departments are covering dependents at 100% BUT at much higher deductibles (for example \$10,000 deductible coverage) than City plans. The Mayor asked if a lot of City employees have dependent coverage and John responded that 66% of City participants do have dependent coverage. No health insurance plan changes were suggested by committee members at this time; Stan would like to wait until renewal rates come out in August before discussing any changes.

John continued discussion with the change in the City's worksite coverage from AFLAC to American Fidelity for the current year and that most employees, despite being allowed to stay with AFLAC, had made the change to American Fidelity due to better coverage at less cost. Jan stated he has heard mostly good feedback on the change, the only negative has been receipt requirements for FSA reimbursements – they are stricter than WageWorks through AFLAC. As a change for 2020, John mentioned the City's plan to move away from Maxwell to American Fidelity's online enrollment application for the 2020 benefit enrollment year.

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John stated that the City had also decided for 2019 to keep the wellness plan with Cox, but had added coaching and counseling for employees who tested as high risk in designated plan categories. It was mentioned that the wellness plan seems to be going well without a lot of employee complaints except for the “3 strikes and you’re out” on the nicotine cessation incentive for premium coverage by the City; it is being attacked by those affected by it. Those employees affected are attacking other employees who are at high risk and that need coaching and counseling for other health issues and think that they also should have to adhere to “3 strikes and you’re out.”

2020 enrollment roll out followed. Committee decided that based on surveys, employees would prefer smaller departmental meetings with Ollis, Akers, Arney instead of the “all employee” meetings. It is difficult for all employees to make an all employee meeting and easier to make a departmental meeting. There is also an increasing barrier to individual meetings because a number of employees just want to do things online.

6) Presentation and Discussion of City Hall Security Wall.

Presented by Bob Smither and assisted by Laurie Cogle. PowerPoint presentation was given and committee asked questions and discussed likes, dislikes, and concerns about wall placement, bullet proof glass, security personnel, etc. It was stressed that officers on light duty would be unable to assist in security and that two individuals would be needed to oversee the new secure area – a receptionist and a security guard position would need to be included in the budget. It was mentioned that the remodel would be done in-house by building maintenance staff and that it had already been determined that sprinklers would not need to be relocated.

7) Update from City Risk Manager.

Update given by Bob Smither. Driver training was conducted last month. This month heat stress is the safety topic for training. Currently, there are not any City employees off-duty for work injuries; there are a few on light duty. Worker’s compensation claims are down 35% from last year.

8) Human Resources Director’s Report.

Update given by Jan Fischer. Kicked off online ATS Acquire training with “Hiring Managers” Tuesday, June 18, 2019. Kelly is working on interview training for supervisory/management staff which will be following in the next week or so. Jan mentioned there had been several policies updated including an update to the Substance Abuse Policy. Alderman Rick Castillon asked about when the new Missouri marijuana legislation would be addressed in City policy. Jan said Human Resources would begin the process. It was mentioned that Human Resources has already attended several discussions/trainings regarding this topic and would research how other municipalities were planning to address this issue. Jan stated that there had been requests for updates on the City travel policy and would be reviewing suggested changes with Finance.

9) Adjourn.

Before adjourning, the Mayor informed the committee that: budget meetings are taking place; council members had recently received training on the Sunshine Law; the Mayor had met with all department heads and he also plans to meet with each department’s employees in the near future to discuss direction and plans for the City.

Motion to adjourn: Alderman Rick Castillon; Second: Alderman Kevin McConnell; Vote: 4 yes, 0 no.

Time Adjourned: 10:37 am.