

## PERSONNEL COMMITTEE MEETING

Tuesday, August 21, 2007

### MINUTES

1. The Personnel Committee meeting was called to order by Chairperson Chet Lee at 9:00 a.m. on Tuesday, August 21, 2007 in Room 309 of the Courthouse Annex.

Members Present: Chairman Lee, Ralph Hicks, Sherman Erlandson, Ray Moser and Todd Overbo.

Others in attendance: Linda Kica, Ron Hoff, Greg Lunde.

2. Affirmed proper public notice of meeting.

4. Audience to Visitors. None.

5. Grievance Hearing with AFSCME Union regarding health insurance eligibility changes  
Dan Pfeiffer, AFSCME Representative, presented the union's grievance. The union believes the County violated the union contract when it unilaterally changed the health insurance eligibility for new hires. The union contract states "Vernon Manor shall provide health insurance covering medical care, surgery, hospital services, durable medical equipment, prescription medications, maternity and well-baby care, and other health services **as agreed up by the parties**". Mr. Pfeifer said the union was not aware of the change in eligibility, did not agree, and the eligibility should revert back to the first of the month following hire date.

Mr. Hoff explained that the County is now offering new hires a short-term policy option through the insurance broker. This policy allows new hires to be covered as of day of hire, has no pre-existing condition requirements, and upon date of eligibility the employee can be enrolled directly into the County's plan. He explained that the General Government Committee did not believe they were impacting current employees, only new hires.

Upon comparison of the County health plan and the short-term policies offered by the broker, it was Mr. Pfeifer's opinion that the short-term policies have less coverage than the County policy, and thus are not comparable.

The Personnel Committee will reconvene to discuss and make a decision regarding this grievance.

6. Next meeting date: Thursday, August 30, 2007

7. **Motion by Overbo, second by Hicks to adjourn. Vote unanimous. Motion carried.**