

LIVINGSTON COUNTY BOARD  
PERSONNEL COMMITTEE  
MINUTES OF SEPTEMBER 9<sup>th</sup> 2015

Committee Chair Kathy Arbogast called the meeting to order at 5:00 p.m. in the committee meeting room within the Livingston County Historic Courthouse.

Present: Arbogast, Cohlman, Bunting, Heath, Mays, Shafer, Vietti

Absent:

Also Present: Alina Hartley (Administrative Resource Specialist), Linda Daniels (Human Resource Specialist), Kristy Masching (County Clerk), Jeff Gilmore (BPA), Atty. Tom Blakeman, Probation Director Ron Baker, John Clemmer (Finance Resource Specialist), Sup. Cox, Treasurer Barb Sear

Arbogast called for any additions or corrections to the agenda with none being requested. *Motion by Cohlman, second by Mays to approve the agenda as presented. MOTION CARRIED WITH ALL AYES.*

The Committee reviewed the minutes of the July 8<sup>th</sup>, 2015 meeting. *Motion by Bunting, second by Cohlman to approve the minutes of the July 8<sup>th</sup>, 2015 meeting. MOTION CARRIED WITH ALL AYES.*

**Health, Dental & Vision Renewal** – Jeff Gilmore was present to review the Blue Cross Blue Shield health insurance renewal information with the Committee. Gilmore stated that the dental and vision renewal information has not yet been received. Gilmore reported that the indicated that there is an increase to the current plan of 16.7%. Gilmore reviewed the claims data and the formula that BCBS uses to determine the renewal rate. Gilmore stated that he would recommend that the County add a third option with a \$1,000 deductible and fund that plan at 90%. Gilmore reviewed issues with the Cadillac tax with the Committee. Gilmore stated that by 2018 if the insurance coverage exceeds \$10,200, the county will need to contribute 40% excise tax. Gilmore stated that the current coverage is \$9,500, so adjustments will need to be made if the County wishes to avoid the excise tax. Discussion took place. *Motion by Mays, second by Cohlman to recommend the \$1,000 deductible as the base contribution and authorize Gilmore to negotiate with BCBS for a lower rate. MOTION CARRIED WITH ALL AYES.*

**IMRF Retirement Payouts** – Masching stated that IMRF recently conducted an internal audit to which there were two findings. Masching stated that the first finding was there were a couple w-2 forms that were not checked appropriately. The second finding was that the travel allowance of the former highway engineer was included as taxable income without the appropriate resolution approving it. Discussion took place regarding allowances being included as income. Hartley stated that this issue will go before the Finance Committee at the next meeting.

Daniels reported that a second issue has come up with the retirement payouts. Daniels stated that when someone retires and they have excess sick time, those payouts create an accelerated IMRF payment. Daniels stated that two recent retirements resulted in IMRF payments of \$7,900 and \$5,300. Daniels stated that in order to resolve the issue, the County could amend the Personnel Policies to state that the retirement payouts will take place 90 days following the retirement. Discussion took place. *Motion by Mays, second by Heath to recommend the Personnel Policies be amended to state that retirement payouts of sick time will occur 90 days following retirement.* **MOTION CARRIED WITH ALL AYES.**

*Motion by Vietti, second by Mays to adjourn.* **MOTION CARRIED WITH ALL AYES.** Meeting adjourned at 6:03 p.m..

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Alina M. Hartley  
Administrative Resource Specialist