

LIVINGSTON COUNTY BOARD  
PERSONNEL COMMITTEE  
MINUTES OF APRIL 8<sup>th</sup>, 2015

Committee Chair Kathy Arbogast called the meeting to order at 4:32 p.m. in the committee meeting room within the Livingston County Historic Courthouse.

Present: Arbogast, Cohlman (arrived at 4:32 p.m.), Bunting, Heath, Mays (arrived at 4:41 p.m.), Shafer (arrived at 5:09 p.m.), Vietti

Absent:

Also Present: Chairman Marty Fannin, Alina Hartley (Administrative Resource Specialist), Linda Daniels (Human Resource Specialist), John Clemmer (Finance Resource Specialist), Kristy Masching (County Clerk), Jeff Gilmore (Benefit Planning Associates)

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

The Committee reviewed the minutes of the March 4, 2015 meeting. *Motion by Vietti, second by Bunting to approve the minutes of the March 4, 2015 meeting.* **MOTION CARRIED WITH ALL AYES.**

**Presentation by Jeff Gilmore: Navigator Software & Affordable Care Act** – Jeff Gilmore was present to review a software program that BPA is offering its clients at cost to assist with the new reporting requirements that employers will be faced with as part of the Affordable Care Act. Gilmore stated that even the major payroll providers are struggling to comply. Gilmore reviewed the software program that will be web-based and will allow employees to complete their annual changes online, with HR approving and BPA implementing the changes. Gilmore stated that the county would provide the data and BPA would set up the program on the county's behalf. Gilmore stated that BPA considers the program to be an added value so they will only be charging their customers their actual cost of \$1.50 per employee per month. Daniels stated that she does have funds in her budget to cover the initial expense. Daniels stated that she felt this would eliminate many of the things she currently must do manually. Discussion took place. *Motion by Vietti, second by Mays to authorize Daniels to move forward with the BPA software.* **MOTION CARRIED WITH ALL AYES.**

Gilmore reported that the Cadillac Tax will begin in 2018, which means that any employer who offers single coverage that exceeds \$10,200 per person per year, regardless of the split between employer and employee, will need to pay an excise tax in the amount of 40%. Gilmore stated that currently the county is at \$8,200 per year so the county will have a couple years to manage the policies to keep them below the threshold.

*Motion by Vietti, second by Mays to adjourn.* **MOTION CARRIED WITH ALL AYES.** Meeting adjourned at 5:28 p.m..

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Alina M. Hartley  
Administrative Resource Specialist