

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF FEBRUARY 8th, 2017

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, Vietti, Gerwin (arrived at 5:14 p.m.), Heath, Lovell, Shafer, Runyon

Absent:

Also Present: Chairman Bob Young, , Alina Hartley (Executive Director), Linda Daniels (Human Resource Director), John Clemmer (Finance Director), Superintendent Bill Cox, Public Health Administrator MaLinda Hillman, County Board member Marty Fannin

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

The Committee reviewed the minutes of the November 9th, 2016 meeting. *Motion by Vietti, second by Arbogast to approve the minutes as presented. MOTION CARRIED WITH ALL AYES.*

Early Retirement Incentive– Daniels reported that as directed through County Board action in November she had the necessary documents for the Early Retirement Incentive package drafted and reviewed by counsel. Daniels reported that she has also arranged for a third party administrator through Benefit Planning Consultants.

For those new to the Committee and Board, Daniels reported that the Early Retirement Incentive is modeled after Peoria County, and is based on IMRF eligibility standards. Daniels stated that the incentive includes a \$10,000 cash payment and \$30,000 in a health reimbursement account. Daniels stated that based on the drafted agreement, employees will have until August 31st to retire and managers will have until November 30th. Daniels reported that the election window runs from March 1st through April 14th, with a seven day revocation period.

Daniels reported that the HRA will apply for both the employee and their spouse, but not children. Daniels stated that should the employee pass away, the benefit would roll over to their spouse, but would not roll over any further than their spouse. Daniels reported that she has arranged for an IMRF representative to be on site on February 27th for one on one reviews with employees. Daniels further reported that she has arranged for Nationwide to provide a program entitled “Social Security Optimizer”, on March 10th.

Daniels stated that there are 48 individuals eligible for the program, but estimated approximately 10 employees will likely take advantage. *Motion by Runyon, second by Heath to forward to the full board recommending approval.* Hillman requested that the Committee reconsider the provision that prohibits employees from seeking re-employment stating that she would like to be able to utilize those employees on a PRN (as needed) basis. Consensus of the Committee was to forward the consideration for language change to the States Attorney for review. The motion and second were withdrawn. The Committee will review this item at a recessed meeting to be held at 5:15 p.m. on February 16th.

Motion by Vietti, second by Heath to recess. **MOTION CARRIED WITH ALL EYES.**
Meeting recessed at 5:36 p.m..

Alina M. Hartley
Executive Director