

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF JUNE 9, 2021

Chairman Jack Vietti called the meeting to order at 5:00 p.m. in the County Board Room of the Historic Livingston County Courthouse.

Present: Vietti, Ambrose, Blackard, Manker, Vitzthum, Welch, Wilkey

Absent:

Also Present: County Board Chair Kathy Arbogast, County Board Members Mike Kirkton, HR Director Ginger Harris, Executive Director Alina Hartley, Finance Director Diane Schwahn, Jeff Gilmore (BPA/Troxell)

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

The Committee reviewed the minutes of their April 7, 2021 meeting. *Motion by Wilkey, second by Welch to approve the minutes of the April 7, meeting. MOTION CARRIED WITH ALL AYES.*

Presentation by Jeff Gilmore – HSA Option – Jeff Gilmore was present to review the option of adding an HSA option to the county’s health insurance option. Gilmore stated that they continue to look at ways to make the insurance more affordable for families. Gilmore stated that one option would be to add a high deductible plan with a health savings account (HSA). Gilmore stated that with this option, there are no co-pays, no drug card. Gilmore stated that with this coverage the employee would be responsible for any costs (with the exception of preventative care), but the benefit is that any contributions to the HSA stay with the employee. Gilmore stated that the idea would be the same as previously approved whereby the county pays 80% of the employee coverage, anything over that amount could be added to the HSA account. Gilmore noted that 80% of employees are not hitting the lower deductibles, so this could be a good option. *Motion by Wilkey, second by Blackard to approve adding the high deductible HSA plan as an option for employees on the next renewal. MOTION CARRIED WITH ALL AYES.*

HR Report – Harris reported that she has been working on some of the goals adopted as part of the Strategic Planning process. Harris stated that she distributed total compensation benefit statements to all employees. Harris stated that going forward it would be her goal to complete these in January or February. Harris reported that other items she is in the process of reviewing include leadership training, updating the salary schedule, succession planning and cross training. Harris reviewed some of the hurdles that are being experienced trying to fill vacancies, including the job pool and attracting

qualified candidates. Harris noted that overall it is becoming increasingly difficult to attract and retain qualified candidates.

Public Comment –The floor was opened for public comment.

With there being no further business to come before the Committee, there was a *motion by Wilkey, second by Blackard to adjourn.* **MOTION CARRIED WITH ALL EYES.** Meeting adjourned at 5:48 p.m..

Alina M. Hartley
Executive Director