

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF OCTOBER 6, 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. Pursuant to Public Act 101-0640 and the Gubernatorial Disaster Proclamation related to COVID 19, participation in this meeting was offered in person, through Zoom and by teleconference.

Present: Vietti, Ambrose, Blackard, Vitzthum, Welch, Wilkey
Present via Zoom: Manker
Absent:

Also Present: County Board Chair Kathy Arbogast, HR Director Ginger Harris, 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 Blackard to approve the agenda as presented. MOTION CARRIED ON ROLL CALL VOTE.* All voted Aye; none Nay.

The Committee reviewed the minutes of their September 8, 2021 meeting. *Motion by Wilkey, second by Vitzthum to approve the minutes of the September 8, 2021 meeting. MOTION CARRIED ON ROLL CALL VOTE.* All voted Aye; none Nay.

BCBS Insurance Renewal

HSA High Deductible Option Addition – Jeff Gilmore was present to review the 2022 health insurance renewal with the Committee. Gilmore stated that at the last meeting he was charged with negotiating a better rate with Blue Cross Blue Shield than the initial 16% increase presented. Gilmore stated that he was able to get the renewal down to a 9% increase. Gilmore presented the information concerning the addition of the HSA plan. Gilmore stated that although the cost difference for the HSA did not come in as low as anticipated, he felt that talking with employees on their utilization patterns could be beneficial. Gilmore stated that most employees on the \$1,000 deductible are not getting their money's worth out of the plan. *Motion by Wilkey, second by Vitzthum to approve the Blue Cross Blue Shield renewal with the addition of the HSA option. MOTION CARRIED ON ROLL CALL VOTE.* All voted Aye; none Nay.

Vacation Policy– Hartley stated that as part of the HSA discussion which was centered around how to make the insurance more affordable for families, while not increasing the cost to the County. Hartley stated that one option that has been discussed is the possibility of allowing employees to cash out their vacation time. Hartley stated that the cash out would be limited to one years accrual to ensure that employees are still taking their time as actual vacation, but also allowing them to convert the time into cash. Hartley stated that this can be a benefit to the County as well, because the county currently has a liability of over \$540,000 just for vacations. Hartley also noted that the cost of those vacations increase every year just based on the cost of living increases.

Discussion took place. *Motion by Blackard, second by Wilkey to recommend approval of an amendment to the vacation policy as presented.* **MOTION CARRIED ON ROLL CALL VOTE.** All voted Aye; none Nay.

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 Welch to adjourn.* **MOTION CARRIED ON ROLL CALL VOTE.** All voted Aye; none Nay. Meeting adjourned at 5:24 p.m..

Alina M. Hartley
Executive Director