

Personnel Committee Minutes

October 17, 2018

10:30 a.m.

Present: Rick Hanetho, Diane Hilgers, Ryan Risinger Craig Talsma, Bret Fahnstrom, Jan Buchs, Tracey Crawford and Jessica Vasalos

Rita Fletcher arrived at 10:35am.

I. Staff Changes

A recommendation was made to move the Foundation Coordinator position to Foundation Manager, since the position supervises the Events Coordinator. Executive Director Crawford stated the impending impact on budget is minimal. Other lateral moves and changes in responsibilities that were made did not need to be presented to the Board. Trustee Talsma asked if the foundation is a separate 501c3 and the reason for that. Trustee Talsma recommended that Executive Director Crawford asked the auditors about the COD rule and if that would apply in this case. Trustee Talsma also asked why the committee is voting on the Foundation Coordinator change to Manager and believes this is an agency decision not a Committee/Board decision. Executive Director Crawford stated that she will bring all staff changes to the Personnel Committee for review, to ensure that some Board members are aware of departmental changes.

Executive Director Crawford reported that Darleen Negrillo, the new Superintendent of Administrative Services, will start of October 22.

II. Proposed Salary Ranges

The Personnel Committee approved, based on the recommendation by Management Association and staff, the salary ranges, calculated by a 2% aging factor for 2019. The Personnel Committee also approved a 3% merit increase pool.

III. Proposed Health Insurance

Executive Director Crawford reported that more employees are moving to HMO, although, there is still a greater number of PPO participants. The current deductible is \$1,500 with no HRA RX1 plan. Executive Director Crawford reviewed 4 scenarios for a 2019 health plan. The committee approved scenario #3, which has a \$2000 deductible RX1 and maintains the current employee contribution. Trustee Fletcher recommended continuing to show increased employee contribution options. Executive Director Crawford will provide scenarios with increasing employee contributions, from the current rate of 10% up to 15% for singles and the other options will be increased accordingly.

The meeting adjourned at 11:42 a.m.

A Motion to approve the Personnel Committee minutes as presented.