

**Personnel Committee Minutes
October 18, 2017**

Present: Jay Morgan, Chairman; Bret Fahnstrom, Jan Buchs, Ryan Risinger, Dean Bostrom, Tracey Crawford, Trisha Breitow and Jessica Vasalos

Absent: Rick Hanetho

I. Collaborative Positions

Due to Pursuit 2 opening in the summer of 2017 in Hanover Park Park District and Pursuit 3 on the horizon it has become necessary for a Collaborative Department to be created. This department will be made of a Manager of Special Recreation (Collaboratives) and three Collaborative Coordinators.

This will be done as follows:

- a. Create a Manager of Special Recreation (Collaborative).
- b. Change the PURSUIT RMCC Adult Day Coordinator to a Collaborative Coordinator position.
- c. Promote the PURSUIT 2 HPPD Adult Day Program Specialist to the new Collaborative Coordinator position.
- d. Create a new Collaborative Coordinator position to oversee the future NWSRA program site.

Due to the salary reimbursement from the collaborative budget the total NWSRA budget impact for all four (two new ones) positions will be \$43,969.60 (including, salaries, health insurance, IMRF and FICA).

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 2018.

III. Proposed Health Insurance

The Personnel Committee supports the staff recommendation to stay with the current NWSRA Health Plan. The current deductible is \$1,500 with no HRA RX1 plan. This recommendation will offer minimal impact on the agency budget. Director Bostrom asked for staff to look into increasing the PPO employee portion to make it more expensive versus the HMO employee portion. It was also discussed to show increases at each level of coverage. Director Fahnstrom asked for staff to look into an "Opt out" incentive as well. Executive Director Crawford informed the Committee that she would consider those options.

The meeting adjourned at 11:10 am.

Motion to approve the Personnel Committee minutes dated 10/18/17.