

# MINUTES

## HUMAN RESOURCES COMMITTEE

CITY OF BRANSON, MISSOURI

June 20, 2018

### 1) Call to Order

The Human Resources Committee met in the Fishbowl of City Hall, Wednesday, June 20, 2018 at 1:36pm. The meeting was called to order by Alderman Kevin McConnell.

### 2) Roll Call

Committee Members present: City Administrator Stan Dobbins, Alderman Rick Castillon, and Alderman Kevin McConnell, Community Member Brian Cossiboom. Mayor Karen Best joined at 1:45 pm.

Also present: Human Resources Director Jan Fischer, Risk Manager Bob Smither, Senior Human Resources Generalist Kimberly Cooper, Human Resources Generalist Jamie Patrick, HR Clerk Morgan Wermuth, HR Clerk Gina Stech, and Communication Manager Melody Pettit. John Akers from Ollis, Akers, and Arney.

### 3) Acknowledgement of May 16, 2018 minutes.

The minutes of the May 16, 2018 meeting were acknowledged.

Motion to approve: Alderman Rick Castillon; Second: Stan Dobbins; Vote: 4 Yes, 0 No, 0 Abstain.

### 4) Discussion of New Hires/Promotions/Reclassifications.

Update given by Human Resources Director Jan Fischer.

### 5) Discussion of the Direction for 2019 Employee Medical Insurance.

Introduced by Human Resources Director Jan Fischer and John Akers of Ollis, Akers, and Arney Insurance. Explanation of current health insurance plan and wellness tier levels was given by Jan Fischer. 2018 current health usage including pharmaceuticals was given, medical is up 30% over prior 12-month period, but prescriptions are down 15%, netting out with a 15% increase overall. Conversation focused on giving employees what they asked for in the Health Insurance Survey – employees said to deal with increases in premiums for 2019 by changing plan to “something in the middle: change the plan some and I’ll (employee) pay slightly more.” It was discussed/suggested that employees pay up to 5% of their own premium and pay up to 2.5% more for dependent coverage (or 35% in total) the first year of a 3-5 year plan to increase employee participation in dependent premiums.

### 6) Update from City’s Safety Team.

Update given by Bob Smither and Summary Loss Runs 4 Year History 7/1 – 6/30 report presented. Celebrated safety accomplishments of Parks and Recreation Maintenance Department and the City Clerk’s Office this month. Lobby security for open hours of City Hall and for Council Meetings was revisited.

### 7) Human Resources Director’s Report.

Update given by Jan Fischer. He noted Morgan Wermuth’s upcoming departure with Gina Stech’s return to Human Resources, followed by discussion on meeting dates and times, HRC meetings will remain on third Wednesday with time changed to 9:00 am.

### 8) Adjourn.

A motion to adjourn was made.

Motion: Brian Cossiboom; Second: Alderman Kevin McConnell; Vote: 5 Yes, 0 No, 0 Abstain.

Time Adjourned: 3:02 pm.