

MINUTES

HUMAN RESOURCES COMMITTEE

CITY OF BRANSON, MISSOURI

September 26, 2018

1) Call to Order

The Human Resources Committee met in the Fishbowl of City Hall, Wednesday, September 26, 2018. The meeting was called to order by Mayor Karen Best at 9:02 am.

2) Roll Call

Committee Members present: Mayor Karen Best, City Administrator Stan Dobbins, and Community Members Bryan Cossiboom and Bryson Allen. Alderman Kevin McConnell joined at 9:12; Alderman Rick Castillon joined at 9:19 am. Bryson Allen stepped out at 9:44 and returned at 9:51.

Also present: Human Resources Director Jan Fischer, Risk Manager Bob Smither, Senior Human Resources Generalist Kimberly Cooper, Human Resources Generalist Jamie Patrick, Human Resources Clerk Gina Stech, and Communications Manager Melody Pettit, Deputy Clerk Hillary Briand, Executive Assistant to City Administrator Chena Simmons who left at 10:10, and guest speaker John Akers from Ollis, Akers, & Arney who left at 9:49; Rebecca Weddle, Holly Coulter and Brittany Stanfill of Cox joined at 9:08 and left at 9:32; and Nick Meinhardt of Mercy joined at 9:35 and left at 9:55.

3) Acknowledgement of August 15, 2018 minutes.

The minutes of the August 15, 2018 meeting were acknowledged.

Motion to approve: City Administrator Stan Dobbins; Second: Bryan Cossiboom; 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 Wellness Program Direction.

Discussion led by Jan Fischer and John Akers.

6) Presentation of Wellness Program Proposals.

First presentation given by: Rebecca Weddle, Holly Coulter, and Brittany Stanfill of Cox. Second presentation given by Nick Meinhardt of Mercy. Concern about cost of cessation programs versus success rates between Cox and Mercy was discussed by committee. More information was requested from Cox on success rate of their cessation program.

Motion to allow Human Resources to move forward with the Wellness Program proposal that shows success with wellness factors like smoking cessation, etc. with the least expensive cost: Alderman Kevin McConnell, Second: City Administrator Stan Dobbins; Vote: 6 yes, 0 No, 0 Abstain.

7) Review of 2019 Health Insurance Rates.

Presented by John Akers. Four Anthem plans were presented: \$0, \$250, and \$500 deductible PPO plans; and \$3000 deductible H.S.A. plan. Discussion of cost to City and employees of a \$250 deductible plan versus \$500 deductible plan and savings to City with addition of either one of these plans. Both plans would have similar co-pays and prescription plans. H.S.A. plan presented would have new \$3000 deductible. Discussed that employees may use FSA monies to cover co-pays, prescriptions, deductibles, and any other out of pocket medical, dental, or vision expenses with the PPO plan and that there is a \$500 rollover allowance with FSA year end balances.

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Motion to approve the addition of the presented \$500 deductible health insurance plan in 2019: Bryan Cossiboom, Second: Alderman Rick Castillon; Vote: 6 yes, 0 No, 0 Abstain.

Motion to approve the addition of essential formulary to prescription coverage and approve 2019 plan changes as presented: City Administrator Stan Dobbins; Second: Alderman Kevin McConnell; Vote: 6 yes, 0 No, 0 Abstain.

8) Update from City's Safety Team.

Update given by Bob Smither. The near miss program is up and running and through it some issues have already been reported and corrected to avoid potential accidents. Several trainings currently being done – Brian is conducting lock out/tag out training; City-wide annual sexual harassment training is being completed online through Lezage. AEDs in City Hall have been installed and records are now being kept on maintenance. Currently working with PD on security at City Hall – cost of card readers on all doors is being gathered. Bob attended the MPR quarterly meeting on disaster planning and brought back ideas to research further. Reminded that there is an Employee Appreciation Picnic and BBQ competition on October 19th at Pavilion D at the RecPlex.

9) Human Resources Director's Report.

Update given by Jan Fischer. Jan summarized that the survey conducted by HR for benefit comparison to area businesses and other area municipalities showed that we have very good benefits here at the City at a very good price. Human Resources held the Health and Safety Fair on September 21st; HRAs were conducted on both Friday, September 21st and Monday, September 24th. It was noted how smoothly the Health Fair and HRAs went and that Brittany Stanfill and the rest of the Cox support staff did a great job attending to the City's and employees' needs during the fair and HRAs; also noted that their customer service level was very good. Discussed upcoming HRC meetings and times; it was decided to cancel the November meeting scheduled on Wednesday, November 21st and that the starting meeting time will go back to 9:30 am beginning with the next meeting October 17th. Review of broker selection criteria for City benefits will be on the agenda for the next HRC meeting.

10) Adjourn.

A motion to adjourn was made.

Motion: Alderman Rick Castillon; Second: Alderman Kevin McConnell; Vote: 6 Yes, 0 No, 0 Abstain.

Time Adjourned: 10:58 am.