

REPORT FROM PERSONNEL COMMITTEE
By: Colleen Lasher, Human Resources Representative

BACKGROUND:

The Personnel Committee met Tuesday, November 23, 2010.

CITIZEN INPUT:

There was none.

APPROVE AGENDA:

Motion to approve the agenda as submitted.

Case 1: Consider a Resolution Accepting the Resignation of a Planning commission/Board of Adjustment Member

Background:

In an email dated November 3, 2010, Ms. Terri Cleveland indicated the she will be resigning from the Planning Commission/Board of Adjustment effective immediately. Ms. Cleveland's current term would have expired on March 31, 2014.

Personnel Committee Recommendation:

Make a motion that the City Council accepts Ms. Cleveland's resignation and to fill the vacancy as part of the next annual boards and commissions recruitment which is already underway.

City Council Action:

Ratify the recommendation of the Personnel Committee.

Case 2: Consider Approving the 2011 City Health Insurance Contributions for Non-Union Employees

Background:

In a continued effort to manage health care costs over the long term, encourage consumerism, and provide adequate health insurance coverage to employees, staff is proposing that the city offer the following three health plans and respective contributions:

2011 Contribution Levels

For Non-Union Employees	Total Premium	City Contribution to Premium	City Contribution to VEBA**	Total COR Contribution	EE Contribution to Premium
Three for Free*					
Single (\$2000 ded/\$3000 OOP)	\$536.87	\$536.87	\$130.00	\$666.87	\$0.00
Family (\$4000 ded/\$5000 OOP)	\$1344.66	\$813.75	\$192.00	\$1005.75	\$530.91
\$1500 Deductible					
Single (\$1500 ded/\$3000 OOP)	\$554.65	\$466.94	\$130.00	\$596.94	\$87.71
Family (\$3000 ded/\$6000 OOP)	\$1389.14	\$781.20	\$192.00	\$973.20	\$607.94
\$25/100%					
Single (\$2500 OOP)	\$762.77	\$517.14		\$517.14	\$245.63
Family (\$5000 OOP)	\$1909.59	\$831.56		\$831.56	\$1078.03

* Each plan member receives three free office visits (physician services) annually in addition to the preventive care visit.
 **The City's 2011 VEBA contribution includes the \$4.30 monthly claims fee.

Per state statute, the city must negotiate its contribution to health insurance with union employees; therefore, when the city reaches tentative agreement with the AFSCME group, LELS Sergeants and LELS Patrol, that information will be presented to the City Council for consideration.

Personnel Committee Recommendation:

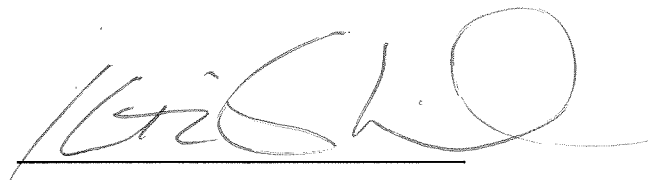
Make a motion recommending that the City Council approve the above-listed health insurance contributions for non-union employees. If approved, the monthly health insurance contributions will go into effect January 1, 2011.

City Council Action:

Ratify the recommendation of the Personnel Committee.

COMMITTEE INPUT

There was none.

Reviewed by:
 City Administrator: 

CC: 12/14/10