

**PERSONNEL COMMITTEE
CITY OF RAMSEY
ANOKA COUNTY
STATE OF MINNESOTA**

The Personnel Committee conducted a regular meeting on Tuesday, September 13, 2011, at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present: Chairperson Colin McGlone
 Councilmember Bob Ramsey
 Councilmember Sarah Strommen
 Councilmember Jason Tossey

Also Present: Human Resources Representative Colleen Lasher
 City Administrator Kurtis Ulrich
 Deputy City Administrator Heidi A. Nelson

CALL TO ORDER

Chairperson McGlone called the regular meeting of the Personnel Committee to order at 5:08 p.m.

CITIZEN INPUT

There was none.

APPROVE AGENDA

Motion by Councilmember Tossey, seconded by Chairperson McGlone, to approve the agenda as submitted.

Motion carried. Voting Yes: Chairperson McGlone, Councilmembers Ramsey and Tossey.
Voting No: None.

Motion by Councilmember Ramsey, seconded by Councilmember Tossey, to have Councilmember Strommen participate in the Personnel Committee on Councilmember Ramsey's behalf.

Motion carried. Voting Yes: Chairperson McGlone, Councilmembers Ramsey and Tossey.
Voting No: None.

COMMITTEE BUSINESS

Case #1: Discussion Regarding the Recent All-staff Employee Satisfaction Survey

Human Resources Representative Lasher reviewed the staff report and the results of the Employee Satisfaction Survey.

Councilmember Tossey stated that even though there had been cuts since the last survey was completed in 2007, overall satisfaction seems pretty good with regard to compensation and training. He asked what staff is requesting from Council regarding the physical fitness recommendations.

Human Resources Representative Lasher said staff will be exploring this component further but may be suggesting partnerships with AnyTime Fitness as well as other options.

Councilmember Tossey said he does not want to expand the fitness incentive for use by all staff, as it should be based on the profession such as police officers.

City Administrator Ulrich said that is general the understanding for those professions, but that they encourage the wellness program for all employees.

Councilmember Tossey inquired about the status of employee relations.

Human Resources Representative Lasher stated that employee communication process continues through utilization of items such as Quality Circles program and suggestion boxes. She stated staff will continue to make improvements.

Councilmember Tossey inquired about health insurance options, suggesting the possibility of widening options for coverage or including catastrophic coverage.

Human Resources Representative Lasher said staff is hoping to move to a tiered system with options for single, employee and spouse, and employee and children.

Councilmember Tossey asked if that would be more cost effective than a catastrophic option.

City Administrator Ulrich said staff will be reviewing high deductible programs as well as an opt-out option.

Councilmember Tossey noted an opt-out option could decrease our pool therefore increase our premiums.

Deputy City Administrator Nelson stated that staff will be finalizing a report next month and presenting a proposal for 2012 for the Committee's consideration.

Councilmember McGlone inquired about the possibility of participating in a program similar to Anoka County's insurance program.

City Administrator Ulrich said staff will be working with their benefits administrator to review different policies and options such as joining with LOGIS or remaining with HealthPartners, adding that Anoka County is a self-insured program and likely not an option.

Councilmember McGlone noted the composition of the employee committee with regards to physical fitness and wellness and asked why AFSCME members were part of the committee.

City Administrator Ulrich said this committee isn't intended for contract negotiation items but that each group is represented in order to be inclusive.

Councilmember Strommen said everyone is doing more in their jobs than ever and some of the fitness and wellness aspects helps employees manage stress. She stated the Committee should wait for an actual proposal, adding these wellness recommendations can be beneficial in an environment where increased compensation can't be offered.

Councilmember McGlone said he is concerned that this is an action item, adding he wasn't aware that this committee even existed.

Case #2: Consider a Resolution to Approve a Non-union Sick Leave for Wellness Policy

Human Resources Representative Lasher reviewed the staff report.

Councilmember Tossey said this is a cost savings to the City and asked if an employee doesn't use the sick time can they cash out and if so what is the maximum amount.

Human Resources Representative Lasher stated an employee can cash out their sick leave at the same percentage but only after five years of employment. She added the employee can receive up to half of the maximum amount of sick leave of 960 hours.

Councilmember Tossey stated that AFSCME bargained for this benefit and asked if this is a result of the "me too" clause.

City Administrator Ulrich said staff tried to demonstrate the mutual benefits of this proposal because it removes the liability of carrying the actual amount of sick leave which increases our annual cash flow, but added the dollar amounts are essentially the same overall.

Councilmember Tossey asked if there is a cost savings if we prevent an employee from getting to their top level of accrual and if we offer this now we end up only paying 25% and not 50% based on the years of service.

City Administrator Ulrich said there is a savings potential as well as promoting wellness.

Motion by Councilmember Strommen, seconded by Councilmember Tossey, to approve Resolution 11-09-XXX which confirms the recommendation of the Personnel Committee to approve a non-union Sick Leave for Wellness Policy.

Further discussion: Councilmember Tossey said he will support the proposal if it saves money but doesn't want to see the "me-too" clause utilized automatically for non-bargaining employees.

City Administrator Ulrich this would be the process used for non-union employees as unions have to go through bargaining. Deputy City Administrator Nelson added staff is looking for budget neutral or even cost-savings options that they can offer bargaining units that encourage wellness outside of the workplace. Councilmember McGlone cautioned about giving to one group what another group bargained for.

Motion carried. Voting Yes: Chairperson McGlone, Councilmembers Strommen and Tossey.
Voting No: None.

COMMITTEE INPUT

None.

ADJOURNMENT

Motion by Councilmember Tossey, seconded by Councilmember Strommen, to close the regular meeting of the Personnel Committee.

Motion carried.

The regular meeting of the Personnel Committee adjourned at 5:43 p.m.

Respectfully submitted,

Colleen Lasher
Human Resources Representative

ATTEST:

Jo Ann M. Thieling
City Clerk

Drafted by Cathy Sorensen, *TimeSaver Off Site Secretarial, Inc.*