

COMMITTEE ON PERSONNEL AND INSURANCE

May 28, 1996

7:00 pm

Chairman Reiniger called the meeting to order.

The Clerk called the roll.

Present: Aldermen Reiniger, Domaingue, Cashin, Robert and Hirschmann

Messrs.: R. MacKenzie

TABLED ITEMS

1. BUDGET REFERRALS
2. PLANNING: (PC 1-96) PLANNER POSITION AND TEMP. POSITION

THE FOLLOWING ITEMS REMAINED TABLED:

3. HIGHWAY: (PC 1-96) RECLASSIFICATION OF HIGHWAY SUPERINTENDENT POSITION
4. HIGHWAY: (PC 2-96) DISPATCHER POSITION
5. PARKS AND RECREATION/CEMETERY: (PC 1-96) UPGRADE FOR DIRECTOR
6. FIRE: (PC 2-96) FIREFIGHTER POSITION
7. FIRE: (PC 2-96) FIRE LIEUTENANT AND SUBSEQUENT VACANCIES

On motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to remove BUDGET REFERRALS from the table. Alderman Cashin was opposed to removing the item from the table.

Chairman Reiniger addressed Budget Referral #1:

Health Insurance options presented by the New Hampshire Municipal Association Health Trust, Blue Cross & Blue Shield, and Matthew Thornton Health Plan.

Alderman Domaingue stated when we were passed these matters, that presentation was not part of it.

Alderman Robert stated it seems to me that some of these matters are ongoing, if we want to do something we should get them back out of committee at least so that the full Board can decide what they want to do with it. Number one, I believe we have hashed this out at the full Board level, I believe the feeling was to go with the Blue Choice option citywide.

Chairman Reiniger stated it is up to this committee to take a look at this and make a recommendation to the Board.

Mr. Ntapalis stated NHMA is really off the table right now, Blue Cross and Blue Shield was selected by the Board because of the lower number. As memory serves me, the last meeting that we had included a presentation from Healthsource, some of the Aldermen on this committee expressed a continuation of pursuing future options in the area of health insurance and the dynamics of that industry are forever changing. I know the focus had been on Healthsource, HMO Blue would be making a presentation this evening, and Matthew Thornton is currently the contracted HMO. What I have done for the committee is a summary comparison which was asked for at the last meeting. It would give you an opportunity to see the cost comparisons on one sheet of paper. The comparisons are based on the effective July 1, 1997 rates for each of the three companies. As you can see, Matthew Thornton, the figure at the top of the column, are reflecting the most recent reduction, over and above what they initially quoted because they held the line with no increases. Healthsource came in about a month ago with their competitive rate, and HMO Blue has provided a rate structure plan. All the plans are similar so we can compare HMO for HMO but what would be impossible would be to throw an indemnity plan or a Blue Choice because it is a lot more of an involved plan.

Alderman Domaingue asked are you saying that Blue Choice is not an HMO?

Mr. Ntapalis answered Blue Choice has an element of an HMO in managed care, however the three options that the Blue Choice product offers has a point of service type of a program, an HMO type program and a richer indemnity type program under their option 3. With Blue Choice you would have a comprehensive menu to pick from. The coverage's are broader. HMO's are a bit more streamlined, they cut costs and are very similar in nature. These are among the very largest products served in our southern New Hampshire area.

Alderman Domaingue asked would you consider Healthsource to be more of an HMO and less of a Blue Choice type package?

Mr. Ntapalis answered yes, the presentation that you had and the rate sheet they provided was their HMO product. I know they are capable of tailor making programs that might be more comprehensive, case in point is their school care program, working with school districts throughout the state of New Hampshire.

Alderman Cashin stated if we are going to hear a presentation tonight, shouldn't this remain on the table at least until we hear it?

On motion of Alderman Cashin, duly seconded by Alderman Domaingue it was voted to table the referral until the presentation by HMO Blue has been made.

Chairman Reiniger addressed item 2 of the Budget Referrals:

Elimination of benefits for all part time employees where the city is not obligated by contract (\$97,035 includes \$4,000 for a Water Works employee).

Chairman Reiniger asked Mr. Ntapalis what the savings would be.

Mr. Ntapalis answered in the vicinity of \$92,000 of the part timers that are prorated for those insurance purposes and excluding the enterprise departments

Alderman Domaingue asked excluding the enterprise departments means what to the employees of the enterprise departments that are part time.

Mr. Ntapalis answered about another \$8,000 so the overall savings if you included Water Works, etc., who do have part time employees, would be about \$104,000.

Alderman Domaingue stated that was not exactly my question, let me re-state it. If the enterprise departments so chose, could they continue their part time employees with part time medical benefits.

Mr. Ntapalis answered if it was the action of this committee to recommend to the Board to do away with it I don't see how they could. This is aside from them being able to come up with the funds. If the policy decision is to be to eliminate the part time, it would be all inclusive for those few individuals that are at Water Works, etc.

Alderman Domaingue asked has any investigation been done on trying to ascertain whether the part time employees would be willing to pay 50% of the cost?

Mr. Ntapalis stated you had asked the question previously and you had also given me an exercise to try to break down how many are at 75%, how many are at 50%, and how many are at 90%. I did that and have another hand out that might be beneficial. It also shows the Delta Dental, the Matthew Thornton, and the Blue Cross programs. At the bottom of the pages are the totals for those particular part timers under the various programs, Matthew Thornton being the top sheet. Blue Choice the next and so on.

Alderman Domaingue asked could you clarify that this is the amount that they pay, or the amount the city pays.

Mr. Ntapalis answered this is the amount that the city pays for them.

Alderman Cashin asked didn't we grandfather these people in?

Mr. Ntapalis answered you grandfathered all the people I am showing you effective August 1, 1994, we have not provided the insurance to any of the newcomer part timers since that time.

Alderman Cashin asked so this number of \$87,000, which includes the cafeteria, that eventually is going to wash itself out as these people retire.

Mr. Ntapalis answered that is correct, when we fill them with new hires, the current structure is that the benefits are not provided.

Alderman Cashin stated it seems as though we go through this every six months. We contracted with these people when they were hired that they would get benefits. All I am saying is let's be fair with them. The people that have been here a long time that we have contracted with, we ought to fulfill that agreement with the understanding that any new people being hired, they are told they have no benefits. It's not fair to take the benefits away from these people. The last I knew, Blue Cross and Blue Shield surplus was paying for these benefits.

Mr. Ntapalis answered it was absorbed into the residuals from unused premiums. I think that was the deciding factor when the personnel committee visited this issue back in August of 1994.

Alderman Domaingue asked in the percentages that are listed, those are the percentages paid by the employees.

Alderman Domaingue asked Alderman Cashin, you were here when these employees were grandfathered. What was the reason for retaining the 90% payment on the part of the city, was it in lieu of a salary increase?

Alderman Cashin answered it was the same as the city was paying at the time.

Mr. Ntapalis stated it was contractual, it was the premise by which those individuals were brought on to those respective departments. So rather than make a mess of anything, that was the condition by which they were paid for years and the benefit structure was established.

Alderman Domaingue stated I am having a very hard time with this and I will tell you why. When I was in the private sector for two years, one thing became very clear to the company that I was working for, and that was that part time employees can some times, or most often be a valuable asset to the corporation. What they found was that there was a very high number of employee turnover among the part timers as a direct result of a lack of benefits, so the company changed its policy. The problem I have with this issue is that I don't want that to happen to the City. I think we have enough problems without having to retrain people every six or nine months because they might take the job with the hopes of getting a better job because they automatically know coming into a part time job that they are not going to get benefits. It costs to train employees no matter what department they are in. I question whether the cost of training new people does not offset whatever savings we might think we are gleaning out of eliminating all of these benefits. I have no problem with looking at raising the percentage that all employees pay in their health benefits.

A motion of Alderman Robert, duly seconded by Alderman Reiniger to approve the Budget Referral suggestion to eliminate benefits for all part time employees where the city is not obligated by contract, failed. Aldermen Hirschmann, Cashin and Domaingue were opposed.

Chairman Reiniger addressed item 3 of the Budget Referrals:

Elimination of benefits for the Board of Aldermen and the Board of School Committee.

On motion of Alderman Robert, duly seconded by Alderman Reiniger, it was voted to discuss the proposal.

Alderman Robert stated my approach to the budget is there seems to be a trend here to reduce costs which may result in decreased service to the citizens. What I would like to do is reorganize the way the city does business, as opposed to taking away resources from people who have to labor under the system that we presently have. I didn't tell my people that I was going to cut services but I did tell my people that I thought the city in general has taken care of many people who work for it and within it. They are taken care of better than a lot of people on the outside, particularly people who went through the economic calamity of the last ten years. I see that this is an acceptable area to cut, it goes against the grain of a lot of people, a lot of people who won't like it are active politically, particularly at election time. I don't run in the city for that, I don't vote for the vocal minority, I really think if we have to focus on cutting, if we have to focus in on tightening our belts somewhere, salaries and benefits are the area to do it. I feel strongly about it. This one in particular is our own Board, but if anybody should be sacrificed or be cut it should be us that should make a symbolic gesture forward. I think the city of Manchester, the

hierarchy, the people who work for it should be compensated similarly to what everybody else gets outside. The exception is that it is not fair or right.

Alderman Cashin asked when Alderman Robert says they should be compensated as people outside, what are you referring to?

Alderman Robert answered I am saying that people who work generally for the City of Manchester, particularly on the lower levels, are compensated on a higher level than they do in other areas, particularly when you plug in benefits.

Alderman Cashin asked how about all the years that city employees were underpaid when construction and everything else was sky high and they stayed and were loyal to the City and didn't leave, that doesn't count for anything?

Alderman Robert asked what do you want me to do, give them my house...

Alderman Cashin answered I am not asking you to give them anything, I am asking you not to take anything away. You are not giving them anything, you are taking things away.

Alderman Robert stated my feeling after going through the economic calamity of the early nineties, the late eighties, is that we have to adjust things to make them fair.

Alderman Cashin asked Alderman Robert, do you presently have Blue Cross and Blue Shield?

Alderman Robert answered no.

Alderman Cashin asked then you would not be losing anything, would you? But other people would be. You have people on this board, and I have Blue Cross and Blue Shield, I am not hiding it, and if I have to go to the hospital and pick up my insurance it is no big deal for me, but you have people on this board and on other boards that need that insurance and it isn't fair to take it away from them. Maybe that is not politically expedient but it is a fact.

Alderman Domaingue stated Alderman Robert is absolutely correct when he talks about the perception of the people who elected us. When he talks about equality, I wonder how many of the people who are out there got the weekend off on Memorial Day, who worked for a business that was not related to the City, and I wonder how many aldermen took phone calls and responded to them at \$4,000 a year, or how many school board members at \$2,000 a year, particularly in light of this morning's newspaper. I sometimes can be very conservative but on this issue I get a little concerned that the people who elect us do not understand that it can sometimes be a seven day a week job. I am happy to offer to

pay 50% of whatever benefit or even 100% of whatever benefit I derive from being an Alderman that directly ties to the health benefit. But I don't think it is the wisest course of action to eliminate the opportunity to access it, when the city currently has a policy where it pays all other employees, who make a hell of a lot more than \$4,000 a year, and don't necessarily work six or seven days a week, those employees get paid 90% of that same benefit. I have no problem whatsoever if this Board after this budget cycle wants to entertain changing the way we do business in new hires, and in providing the amount of percentage that we provide for health and dental benefits. I don't think a knee jerk reaction and a feel good motion solves the major problem that the taxpayers of the City have been experiencing for about fifteen to twenty years now, and that is, we pay an excessive amount of money in benefits, and we have not tried to be competitive in that market, as business has, with our employees. That is the fault of the policymakers, not the employees. I am not going to support elimination of benefits but I will be happy to support changing the way we pay the percentages.

Alderman Cashin stated two things; one, the Board of Alderman are no longer making \$4,000 a year, that's been cut. Two; I think Harry can bear this out, this money is being picked up out of Blue Cross, Blue Shield too, it's all part of the same package. I'd like to ask Hugh Moran, would you please check with some of the local banks around here and Public Service Company and a few other companies that might have a Board of Directors and let's find out what they make, if we are so overpaid.

Mr. Ntapolis stated there is one other thing that might assist this committee, there is a policy, as a matter of fact, Wilbur Jenkins, back in October of 1991, basically on the issue of hospital/medical insurance, primarily talking about the educational association, but also talked about elected officials. It was a granted practice that elected officials of the School Board and the Board of Mayor and Alderman, received hospital/medical benefits. The middle passage would clarify a lot of that information. Mr. Jenkins' reference at the time had been new hires were going to be serving, which all new employees do now, a six month probationary period with the exception of aldermen or school board members or any of the elected officials because the terms are so short.

A motion by Alderman Robert, duly seconded by Alderman Reiniger, to approve the elimination of benefits for the Board of Aldermen and the School Board, failed. Aldermen Cashin and Domaingue were opposed. Alderman Hirschmann abstained.

Chairman Reiniger addressed item 4 of the Budget Referrals:

Proposed health insurance allocation of \$9.6 million.

Mr. Ntapolis stated you should probably look to Sean on this, but I did go in and speak to the Mayor's office about a week ago. The numbers that we worked out for the health

insurance, the total portion of the budget for line item 211 had come out to 10.3 million dollars. What our office had done was taken into consideration all the reductions on the quotes that took place this year for the upcoming renewals effective July 1. We prorated them by departments and we did not extract out anything. All things considered and being equal with all departments and no loss of manpower, that is the number we came in with in total for Matthew Thornton, the Blue Cross products and the Blue Choice product for family, 2 person and one person plans. There is a difference between the 9.6 and the 10.3, and I am not sure where the budget process may have went with that.

Mr. Thomas stated I believe the 10.3 is where we have last left off, that is what was sent with the budget at this point.

Clerk Johnson stated I am not sure what the number is that is on the resolution but I know that the Board also moved some money from insurance into salary adjustment/insurance.

Mr. Ntapolis stated it could be that at the Finance Committee meeting that Ms. Johnson is making reference to, there was some discussion that all things being equal if in future negotiations, more of the employees that are on the Richer Indemnity plan should enroll into the Blue Choice plan that the dollars for insurance would not be needed up to the 10.3 because you would be losing people from the indemnity plan and it could be reduced. If that doesn't happen, they wanted to make sure there was some coverage there and they boosted it to the 10.3 with that split salary adjustment/insurance.

Chairman Reiniger addressed item 5 of the Budget Referrals:

Various options regarding the Personnel Department and the city's classification system.

Mr. Moran stated I would like the opportunity at this point to present a comprehensive report at the next meeting.

On motion of Alderman Cashin, duly seconded by Alderman Domaingue, it was voted to refer the item to the next Personnel Committee meeting for presentation.

On motion of Alderman Domaingue, duly seconded by Alderman Robert, it was voted to remove PLANNER POSITION AND TEMP. POSITION from the table.

Mr. MacKenzie stated this is a position I would like to get filled, we have a lot of work before us, and we intended to fill the position with an individual that we already have on staff. She is a temporary person who has a degree in landscape architecture and has performed a number of planning jobs in other localities, and lives here in Manchester. I

am hoping to fill this position with that individual and she has worked out well as a temporary, and we have plenty of work for her to do.

Alderman Domaingue stated I do not recall, was this a position that was in your budget, or was in the final number of positions that were approved for Planning.

Mr. MacKenzie answered yes, this is a position that was vacated a few months ago, and at this point under the current budget cuts, could still be filled.

Alderman Domaingue asked are you asking for this to be filled prior to July 1st.

Mr. MacKenzie answered I would like to have it filled as soon as possible but if July 1st is the soonest, that would be fine.

Alderman Domaingue asked where is the money going to come from between May 28 and June 30 to pay this person at this salary.

Mr. MacKenzie answered the temporary position is the same labor grade as the one I am requesting to fill so there would be no change in the salaries.

Alderman Cashin stated you are asking also to fill any subsequent vacancies, so it is not just this position.

Mr. MacKenzie answered I would then have a temporary planner position available which I would not fill unless I had funds. It is a temporary position without any benefits but there are times when I do need temporary positions to help out on certain projects. That of course is constrained by the budget, if my budget does not allow it I would not fill that position.

Alderman Cashin asked what grade is this. I see a request to fill a planning position, I don't see a grade.

Mr. MacKenzie answered it is salary grade 21.

Alderman Cashin asked that is how much.

Alderman Domaingue answered \$29,640.00 per year.

On motion of Aldermen Robert, duly seconded by Alderman Domaingue it was voted to approve the filling of the position. Alderman Cashin and Hirschmann were opposed.

Chairman Reiniger addressed item one of the agenda:

A-1 RISK MANAGEMENT/BOARD OF MAYOR AND ALDERMEN

The Board of Mayor and Aldermen had forwarded a letter from Blue Cross/Blue Shield NH to the Personnel Committee regarding a presentation on their HMO Blue Program.

Mr. Biron stated I have put together a package for each of you on our HMO Blue product. We complement our portfolio by offering a full line of benefit programs to City employees which included the indemnity programs of plan J, our point of service program, which is the Blue Choice program, and now the HMO Blue program. In the package there is a lot of information to digest. Some very important pieces of information which you will find on the right hand side which contain a couple of area maps of Hillsborough County. Within that information it details the numbers of primary care physicians within a certain radius as far as mileage, within 0 to 5 miles, 5 to 10, all the way from 25 to 30 miles, given the numbers of doctors in that range, as well as specialists and hospitals, which would be institutional providers. We think we have a very broad network of doctors within the Manchester area. We are very hopeful that at some point the City will accept our HMO Blue and continue the discussion regarding an offering and bringing that complement to the City employees. What I would like to do is run through the HMO Blue benefits summary. If you are familiar with the Blue Choice program, it is a point of service program, which really gives you some options as to who you can see at any particular time. You may have services rendered through your primary care physician, have service referred by that primary care physician to any provider, or if you would like you can access specialists on your own or outside of the network on your own. That is a point of service program, this HMO Blue program is a true HMO whereas all of the benefits should be directed through the primary care physician. The benefits are paid in accordance with the benefits summary whereas you would have office visits payable with a \$5.00 co pay, other services you will see through the preventive care segment, the member is only going to pay \$5.00 for those services including vision care, obstetrics and gynecological examinations, and the benefits are also paid after that at 100%. So there is a small co pay of \$5.00 which would be the individual's responsibility. Other services, diagnostic x ray, laboratory services, chiropractic, physical therapy, and occupational therapy, there is no charge. Those are all paid at 100% under the maximum allowable benefit under the HMO system. In patient and out patient hospital care as well, these type of services are certainly arranged by the primary care physician. There should be some or probably a lot of dialogue so you would be taking the doctor's word on the care that he or she would be providing to you. Should anyone need emergency services through an emergency room at an institutional provider, then there is a \$50.00 co pay for those services for the facility fee. If the individual is admitted to the hospital then those services

are waived. What we try to do, and the insurance industry as a whole attempts to do with an HMO and a point of service program is to attempt to change our behavior as to the use of the emergency room, to keep it's use to true emergencies, in situations hopefully you would be calling your primary care physician or that doctor's office any time of the day or night and receiving some form of individual attention over the phone as to advising the individual where to seek treatment, either going to the emergency room or coming to the doctor's office for treatment. Mental health and substance abuse there are \$5.00 co pay's for the visits, prescription drug program is a little different than the point of service program. The prescription drug program under HMO Blue is still a very good program, there is a \$5.00 co pay for up to a thirty four day supply for generic prescriptions and a \$15.00 co pay for those brand prescriptions. There is no mail order service with the HMO Blue however there is something with the point of service. Other benefits as you will see, home health care and skilled nursing as well as durable medical equipment, and with the HMO Blue we are attempting to keep our wellness programs by offering up to a \$200.00 reward or incentive for maintaining health or keeping active, attempting to improve your lifestyles. Also there is a pamphlet on the prescription drug program, there is also a network directory of all of our primary care physicians within the are and specialists as well. Primary care physicians are indicated in the blue pages of the network directory, and it gives the listing of all the surrounding towns for the Manchester area. There is also other information in the packet as well. If you are familiar with how a health maintenance organization works, this is truly a benefit where individuals are accustomed to using primary care physicians solely and directly. It is a more structured managed care program, and the rates are reflective of that as well. Roland Lamy is here and we can further discuss how the benefits can impact the City.

Mr. Lamy stated I am the manager of the government marketing team at Blue Cross and Blue Shield. The reason we have come before you tonight is not only to discuss specifically HMO Blue and the benefits designs, which I think you will find consistent with any other HMO's that you may have come into contact with, but also to discuss with you specifically why HMO Blue makes sense for the City of Manchester. This is an effort that we have put forth continuing our relationship, trying to provide you with alternatives that will reduce the overall cost for the City and I would like to point out a few things, and then we will open up to any questions. Blue Cross and Blue Shield is the only health plan that can offer you indemnity, point of service and HMO with the size of the provider network that we have. HMO Blue is the largest HMO in the country. We insure approximately one out of every four Americans that are in a managed care HMO. It is the second most recognized symbol in the world. Most importantly, as Ned Helms pointed out to the full Board of Mayor and Aldermen several months ago, the removal of any additional risk pool fragmentation could benefit the City in additional savings for their health care plans. HMO Blue provides you with an alternative to Matthew Thornton, an alternative to the Healthsource Programs that you have heard about, and they do so by continuing to consolidate the risk pool and provide you with overall savings. I would like

to mention that the HMO Blue product and the rates that we have on the table are very competitive and do not provide you with the threat of eroding your risk pool and hurting your bottom line cost. If you have an overall risk pool, that you continue to pick from, you destroy the underlying principals of insurance. Competing HMO's will pull younger healthier lives. It is a proven fact, and we are trying here to provide a product that we can offer side by side and still keep the risk pool intact. With that I would like to turn it over to any questions you have.

Alderman Cashin asked why would I leave Blue Choice to get in HMO Blue?

Mr. Lamy answered our program of choice is Blue Choice, we are not here to push HMO onto your employees, we are here to offer you an option that if employees wish to go into an HMO, we can provide you with that option. We still believe that Blue Choice is the program of the future, it is the fastest growing point of service program in the State, and one of the fastest programs up and coming nationwide. HMO Blue is an option for people who may simply want to structure it through creative payroll deductions that may encourage people to choose the HMO options, and provide you with additional savings, but it is not an attempt to push employees in that direction.

Alderman Domaingue stated these figures are based on policies that we currently offer to employees with a \$5.00 co pay?

Mr. Ntapalis answered the HMO's that we have examined, the Matthew Thornton, the Healthsource, the HMO Blue, with the exception of some areas, in essence the coverage base is just about identical. However the handout is the cost aspect comparing the three most dominant players in New Hampshire right now which are Matthew Thornton, Healthsource and HMO Blue. The HMO Blue comes out least expensive, followed by Matthew Thornton, followed by Healthsource in our analysis right now.

Alderman Domaingue stated I don't have a comparison of an HMO Blue to a Blue Choice in terms of the cost.

Mr. Ntapalis stated one of the problems is falling into a trap in trying to compare a point of service product with an HMO because of how broad the point of service product would be, so I refrained so as not to confuse anyone.

Alderman Domaingue asked is it possible to be provided with a cost comparison of the \$5.00 co pay versus what it would cost for a \$10.00 co pay?

Mr. Lamy answered you would be looking at a 3% to 5% difference, although we try to avoid comparing to our HMO plan we do believe that Blue Choice is a richer plan, and in fact if you compare benefit to benefit, it probably is richer than some of the J - W plans

that are out there. We are here tonight out of concern on behalf of the City that we continue to see erosion to Matthew Thornton and potentially have heard of Healthsource's interest into this case, and we want to avoid having the City realize a significant increase in their bottom line to their health care costs.

Alderman Robert asked Matthew Thornton was brought on in a past attempt to get people off of the J - W Blue Cross plans, and has essentially been put into contract. It seems to me with the complexity of all of this, I think we should decide what is the best thing for us and try to present it to the employees and get their feedback and use that feedback to move forward. We have to adopt some sort of policy and move something along, and it has to make sense for us. It may take many years to accomplish any goal that we set out, but for this committee we should set out a picture of what we would like to see. Is it in fact, if we adopted HMO Blue as opposed to Matthew Thornton, because of these two organizations, I am to understand our risk pool would be less fragmented.

Mr. Ntapalis answered I think what Mr. Biron and Mr. Lamy were trying to tell you was with the HMO offering that they would have dovetailed service to the Blue Choice or the indemnity plan, you would not run into that inalienable situation where you would be drawing off a totally separate company that might not be integrated into that concept. You are seeing it to some degree as you had mentioned with Matthew Thornton. Individual's that may have lost the indemnity plan, the Blue Cross plan, would like an option to go to another HMO, and the only HMO of choice for them to go to is Matthew Thornton.

Alderman Robert asked has the Board adopted a long term strategy as to what it wants to do.

Mr. Ntapalis answered not to my recollection. I know this committee has said on a couple of occasions that you would like to pursue as a committee other things that could be further cost saving to the City. There is one thing I would briefly like to get back to. When Matthew Thornton had come into being it was the City's response to a Federal regulation that made an employer offer medical insurance to it's employees, and you had to offer a health maintenance organization. You did not have to offer a lot of them, but you did have to offer one. I believe it was in the mid 80's and we have been with Matthew Thornton since that time, we have not deviated between HMO providers.

Mr. Lamy stated I would like to point out three differences in the savings. The difference between HMO Blue and Matthew Thornton and Healthsource, one is HMO Blue would save you money right off because the premiums are lower, two, we are offering to offer HMO Blue and tie it in with our existing programs on a self insured basis, I don't believe anyone else in the HMO environment is currently doing that. Finally, by doing that, if you take fifty health people out of an existing program you would drive the cost of that

program up. If you put those fifty people back into that program you would drive the cost back down.

Mr. Ntapalis stated what that means to us on a self insured basis is a return of the net premiums that are unused. If our costs are less than anticipated, the City gets the benefit of unused premiums. We do not have that sequence of events take place under Matthew Thornton.

Alderman Cashin stated this is Blue Cross's answer to Matthew Thornton, and if we participate in this it helps our risk pool which in turn lowers the cost, is that correct?

Mr. Lamy answered absolutely.

Alderman Robert stated I would like to move forward with some recommendation to the full Board, and work through a process to get feedback from the employees so we could sort it out. Maybe we could establish a subcommittee to really focus on this issue and make a recommendation to us.

Alderman Cashin asked couldn't this committee make a recommendation to the full Board that we get involved with this Blue Cross HMO?

Mr. Ntapalis answered I think it is an option, the real danger comes in when it is an alternative to something in existence right now. But as an option, yes.

Clerk Johnson stated I would like to point out for the committee's benefit that my recollection of the last time a new program was going to be offered there was a problem with offering something without having it in essence negotiated. A suggestion might be that you refer it to Dave Hodgdon first. My understanding was you could not offer something to employees unless it was negotiated.

Alderman Cashin stated my intention was not to offer it, if we are interested in it we can let Blue Cross and Blue Shield sell it.

Alderman Domaingue stated I think we should set up a subcommittee to look at the entire picture, because we need to take more than just a short step, we need to take a very large step in this area.

On motion of Alderman Cashin, duly seconded by Alderman Domaingue, it was voted to offer HMO Blue as an option pending review by the City Negotiator.

A-2 CITY CLERK

If approved by the Personnel Committee, City Clerk's Office shall be approved to hire two temporary employees. One temporary employee is requested from June 1, 1996 through December 31, 1996 and a second employee is required from July 1, 1996 through December 31, 1996.

On motion of Alderman Cashin, duly seconded by Alderman Robert, it was voted to approve the request.

A-3 FINANCE DEPARTMENT

If approved by the Personnel and Finance Committees, the Finance Department shall be approved to hire a Financial Analyst position and any subsequent vacancies.

Alderman Cashin asked is this a new position.

Mr. Sherman answered no, it is a vacant position.

Alderman Cashin asked how long has the position been vacant.

Mr. Sherman answered two years as of July 1.

Alderman Robert asked what has not been getting done with that person not around.

Mr. Sherman answered if you recall, this is the position we talked about when we discussed the one, two and three percent cuts, the reason we did not fill this position immediately was due to the fact that we are bringing in a new payroll system. We have been shuffling people around as fires have occurred. Info Systems has given us a lot of help in this regard with tax issues and those types of filings. The problem we have is a new payroll system will be coming on board, which will be doing time and attendance tracking that we have never done before, it will be providing us with cost information, we are looking to automate a lot of areas that we currently don't have automated. The payroll system we have now is really a check writing system. In addition to that we also looked at the school department will be using this system as well.

Alderman Hirschmann asked isn't that the reason that Information Systems is bulking up, because of all the computer programs and upgrades.

Mr. Sherman answered Diane Prew is here, and I will let her address her department, but her department deals with the hardware and software and makes sure that it keeps running. As far as what...

Alderman Hirschmann asked this position is input?

Mr. Sherman answered it is input and auditing and the tax reporting side, it also deals with the worker's comp. and supplemental pay issues. Once we start getting into the time and attendance tracking, and the school coming on the system...

Alderman Domaingue stated it says the position is currently in the Mayor's budget, but have we cut Finance?

Mr. Sherman answered we are currently at the RFP stage with the computer system and we would have liked to have had this person on during the selection process. Currently you have cut the Finance budget 1% from the Mayor's budget, and what our recommendation was is that we would not bring this person on until September to absorb that 1%. If there are further cuts, we had offered to cut a position so we could have this one. At this point, what is in the budget that has been sent to the public hearing, is to cover this position for about ten months, and we would not hire this person until September.

Alderman Cashin stated this position has not been filled for two years and we have been getting along,, and we are talking about laying off Deputy Fire Chiefs and a few others. This is not the time to fill this position. This is really going to send out the wrong message.

On motion of Alderman Robert, duly seconded by Alderman Hirschmann, it was voted to table the request.

A-4 HEALTH DEPARTMENT

If approved by the Personnel Committee, the Health Department shall be approved to fill two School Nurses for the Special Needs Program for the Summer.

Alderman Cashin asked are special education summer programs mandated.

Mr. Rusczek answered it is a mandated program.

Alderman Cashin asked mandated by who?

Mr. Rusczek answered I think by the Federal Government in order to take those children who need the extra help, the summer program will provide it and try to get them up to the level of the other students by the additional services.

Alderman Cashin stated we are not sure it is mandated?

Mr. Rusczek answered no, I don't know all the educational laws that relate to that.

Alderman Cashin stated I would like to know if it is mandated. If we don't have to have it, then we would not have to hire the school nurses.

Alderman Domaingue stated I would agree, we need to find out if it is mandated or not, but the Federal law does state that we need to provide a fair and appropriate education. For special needs students, I don't know whether this summer time period would be recognized as an educational period for those students.

Mr. Rusczek answered it is my understanding that it is. I am not from the school department, so I do not have the knowledge to say what section. The difficulty we face is if this item is delayed, we would not have sufficient time to recruit for and fill this position.

Alderman Domaingue asked is this part of your budget.

Mr. Rusczek answered no it is not, the cost will be reimbursed by the School Department. It is about \$2,000 for the entire summer program.

Alderman Hirschmann stated if there is summer school going on, there are children who are going to need services just like during the regular school year. If we are going to have summer sessions, we should have a nurse in the building.

Mr. Rusczek stated our real necessity for the school nurses in the summer program is due to the intense and severe levels of the health needs of particular students. Certainly the safety of all the students is a concern but not as critical as the needs of certain students.

Alderman Robert asked would it mess up the program if this was not decided tonight.

Mr. Rusczek answered yes, the school program is scheduled to run for a six week period starting July 1, and because of the numbers of students and the types of the student bodies, they are in two separate locations this year, I earlier asked that question in terms of couldn't we put all the kids who need access to a school nurse in one building. It was advised that it could not be done because of the instructional needs.

Mr. Thomas stated the Mayor's office approves of this request. In my conversation with the school department this morning, I was led to believe that this was a program that was mandated by the Federal Government.

On motion of Alderman Robert, duly seconded by Alderman Cashin, it was voted to approve the request.

A-5 HEALTH DEPARTMENT

If approved by the Personnel and Finance Committees, the Health Department shall be approved to establish a Translator/HIV Specialist at Grade 17, 35 hours. An Ordinance Amendment shall be required to establish the position. The department shall be approved to fill the position on a temporary basis pending the adoption of the Ordinance.

Mr. Rusczek stated there is no increased cost to the City for this, for many years the Health Department has had part time HIV counselors that are Spanish speaking. The difficulty that we faced is just as you get someone trained to do counseling at our evening clinic, and by the way, the current pay grade classification in 19, they would move on and we would be training again. When we tried to look at how we can meet our need to have someone who is Spanish speaking throughout the day for other programs and to work on our HIV counseling and testing, we spoke with the state about augmenting the funds that we have committed to this already to see if we could accomplish this. Because we are looking at a blended position that included duties beyond HIV counseling and testing, we felt that we can get a full time individual at a lower pay grade. At a recent clinic that we held off site had thirty six individuals coming to the clinic, mostly for HIV counseling and testing, and some TB activities. Seventy five percent of those who came to the clinic were Spanish speaking.

On motion of Alderman Domaigne, duly seconded by Alderman Cashin, it was voted to approve the request.

A-6 HEALTH DEPARTMENT

If approved by the Personnel and Finance Committees, the Health Department shall be approved to changed Mr. Richard Plichta from a Sanitarian to a Senior Sanitarian position. As a result of this change the existing Sanitarian position will not be filled.

Mr. Rusczek stated this would be a promotion from pay grade 19 to pay grade 21.

Alderman Robert asked is this a reclassification. Looking at the tabled items, we have people looking for reclassifications, and/or raises, as well.

Mr. Rusczek stated the answer to that question is, about two years ago when we looked at reclassifying the Sanitarian positions to a pay grade that would get us the applicants that we haven't been getting, the median length of employment is about 1.9 years, when we looked at reclassifying, we felt that what we would really like to do is develop our staff so that they have the skills that we need to do our job. So instead of a straight reclassification a few years ago, we put in this plan to allow employees who are qualified to develop additional skills and upon doing so, be elevated to a level of senior Sanitarian. In this case the individual has also served as the department's radiological training officer, something that is required because we have a few radiation sources and an x-ray machine and an x-ray fluorescence letter analyzer. Has completed requirements to be a State licensed septic system designer and is exemplary in many other ways.

Alderman Domaingue asked this also eliminates a current position of Sanitarian which you do not intend to fill.

Mr. Rusczek answered correct.

On motion of Alderman Domaingue, duly seconded by Alderman Robert, it was voted to approve the request. Alderman Hirschmann was opposed.

A-7 HIGHWAY DEPARTMENT

If approved by the Personnel Committee, the Highway Department shall be approved to temporarily promote into Utility Foreman II, Equipment Operator IV, Utility Foreman III position for the construction season.

Alderman Robert asked you do this each year, don't you.

Mr. Sheppard answered these positions, with the exception of UTF III, which is a grade 20, happen every year to create a second curb crew.

Alderman Robert asked you have enough work?

Mr. Shepard answered there is always enough work, with street reconstruction.

Alderman Robert asked there is no fluff here?

Mr. Shepard answered curb work is the slowest job on any street reconstruction work. This allows us to create a second curb crew and keep up with the drainage and road crews.

I don't want to say it has always happened so it should happen, but it has always happened because there has been a need for it.

Alderman Robert asked what would happen if we did not approve it.

Mr. Shepard answered it would slow down our construction schedule and our street reconstruction work, would slow down our road crews, our drain crews, and the work would not get done as quickly or as efficiently as it should.

Alderman Hirschmann stated it was my understanding that this was going to boost their capacity to redo the roads and sidewalks, the only question I had is it says temporary promotions, but there is no time frame, can we establish it.

Mr. Shepard stated we would not have a problem with the construction season, if that is what this board chooses, but sometimes the construction season runs until the end of November. It is all weather related.

Alderman Hirschmann asked is it your intention to keep two crews going up until...

Mr. Shepard answered we will keep two crews going most of the year, and when the winter comes they will not be getting the plus rate, they only get the plus rate when they are performing the work.

Alderman Hirschmann asked would Frank make a determination, when the money is depleted, to dissolve this?

Mr. Shepard answered these will not create a budgetary problem. We would definitely avoid that.

Alderman Domaingue asked I guess I am a little lost, when you tell us that you would slow down the work if these people did not receive this plus rate, or these temporary promotions, if they are physically able to do the work, is it their choice not to do it should they not receive additional compensation for doing this work?

Mr. Shepard stated I don't believe I said we would intentionally slow down the work, I believe it could slow down the work, and these pay grades that these people would be plus rated into, by unit contract, they could deny to do this work. If we ask them to do this work, they need to be plus rated into these positions. To get a second curb crew together, we do need to plus rate people to perform these functions by union contract. We cannot make someone do a higher pay grade.

Alderman Domaingue asked do we ever contract out to do this work?

Mr. Shepard answered we do not contract out to do curb work, these are the same people that are the plow operators during the winter months, so what we do is keep them during the summer months.

Chairman Reiniger asked has the Mayor's office approved this?

Mr. Thomas answered it was approved, under our understanding that this is a fairly routine practice that we have done over the years, but if the Aldermen want to look at it the Mayor is not going to have a problem with that.

Alderman Hirschmann stated I would like to get the work going, the city is falling apart.

Alderman Domaingue stated I want to get the work going too, but I also know there are certain jobs that have been done in the last two weeks, and you and I are both aware of them, that cost money to the city because they were done as opposed to going through a process, and I am looking at a process here we are going through, that it appears that we take the winter people and keep them on through the summer months but at the same time we raise them into a level that I don't have any comparison figures. I don't know whether we are raising them to a level of pay that equates to what they were earning as snow plow equipment operators, so I don't know, I am not making any accusations, I'm just saying it is something I would like to look at.

Alderman Robert stated if the City is going to do the work, under the work rules that the city has to abide by, this has to be done, is that correct?

Mr. Shepard answered yes, if we are going to create two curb crews to get the work done, this is the way we do it.

Alderman Robert stated we could do a couple of things, we could do it the way we have to do it, or we could farm out the work and get it done whatever way we can get it done. Seems to me there is two options, I'd like to get it done.

Mr. Shepard stated the other option of "farming out", obviously we are at the mercy of any curb crews that are out there, and construction has picked up recently, in New Hampshire. We have seen that in our bid prices for contract work. I think if we tried to farm that out you would see that the prices are high and the scheduling of curb contractors, we would be at their mercy versus having our people doing the work.

Alderman Robert stated I think it is a little late to hold this up, I would move it along with the idea that we would look at that as a committee, as an alternative way of doing business. There has also been a study done a few years ago that broke down all the different departments function areas and commented on the efficiency and how they fare

against private service providers, and I think the sidewalk and curbing was probably the more competitive. I would be more than happy to turn this information over to the committee, but I would like to see the work begin.

Alderman Cashin stated there was a study done and the crews were found to be far superior than if you went outside for help. How can you ask a laborer to become a foreman if you are not going to compensate him for it. That is what you are doing here. Who among us would take on extra responsibility without being compensated. We have done it every year, I don't see why it should be a problem.

On motion of Alderman Robert, duly seconded by Alderman Cashin, it was voted to approve the request.

A-8 HIGHWAY DEPARTMENT

If approved by the Personnel and Finance Committees and if the positions are included in the FY 97 budget, the Highway Department shall be approved to fill a Utility Foreman I and one Laborer II position and any subsequent vacancies.

Alderman Hirschmann asked are these positions temporary.

Mr. Shepard answered these are positions that were identified as part of the budget process for the citizen drop off area, so these are permanent positions.

Alderman Hirschmann asked is the foreman the scale operator.

Mr. Shepard answered the scale operator was identified further along in the budget when the revenue or the charge for drop off revenues came into play, so if that goes through, there would be the scale operator, the foreman and the laborer at the site.

Alderman Hirschmann stated it tells us the cost but not the pay grade for the foreman I position.

Mr. Shepard answered it is grade 16.

Alderman Domaingue stated when we first talked about doing the drop off center, they talked about two positions, and now you are talking about three positions, so now I am a little confused.

Mr. Shepard answered originally when the drop off was discussed there was going to be a pre-drop off for all residents of the city, now there is a proposal to have a charge or a fee at this drop off facility, should that proposal pass, as part of it, a scale operator would be

in that budget. Should that not go through, obviously we would not need the scale operator.

Alderman Hirschmann stated the building is not built yet, these fellows are going to be hired soon?

Mr. Shepard answered as soon as it is approved we would probably post it, and the positions would probably not be awarded until mid to late June. We would like to have the people in line and prepared to take on the responsibility.

Alderman Hirschmann stated it is my understanding that the landfill is going to be locked as of June 30th, I don't want to do anything to change that.

On motion of Alderman Cashin, duly seconded by Alderman Robert, it was voted to approve the request. Alderman Hirschmann and Domaingue were opposed.

A-9 HIGHWAY DEPARTMENT

If approved by the Personnel and Finance Committees, the Highway Department shall be approved to fill a Laborer I and Utility Worker II position and any subsequent vacancies.

Mr. Shepard stated these are two positions in the Highway division, and obviously we are in the middle of the construction season. We are requesting this because we feel these positions are needed. One person, who is a raker operator on our paving crew, and a laborer I was recently separated from the Highway department.

Alderman Domaingue asked depending on the job, how many people are on a crew. Does it vary?

Mr. Shepard answered it depends on the job.

Alderman Domaingue asked if I see a sidewalk job with seven people on the crew, is that normal?

Mr. Shepard answered I don't think seven people on a sidewalk crew would be typical. Five or six might be typical. We have received complaints from residents in the past where they see what they feel is excess people on the job, and sometimes it can be explained, and at other times it can't be. But our crews are not just working on one job in one day. I know in one instance a person saw more people on the job that should have been there, but that crew moved on to another job further along that day which required the manpower. We cannot be shipping men hour to hour throughout the day.

Alderman Robert stated a lot of people have a perception, but when you ask us for something like this, we as a committee have to feel comfortable that you will manage these people as best as you can, and that you really need these positions to accomplish what you are trying to accomplish. Things have gotten a lot better than they were in the past, but that stigma still hangs in there for some people particularly during the budget process.

Mr. Shepard answered I think that stigma has been there about Highway employees, city employees, but I think you have seen a major change. We have recently won the city bid for refuse collection against the private sector, we beat the private sector in street sweeping, I think these are points that are very favorable to show how effective our Department is and how good of a job Frank Thomas has done.

Alderman Robert stated at this point in time I am going to need your personal reassurance that if we say yes to this, that we won't be sorry.

Mr. Shepard stated I will speak for myself and Frank Thomas if there is ever any question with our crews, Alderman Hirschmann can attest, Frank and I react quickly because we strongly like to rule the crews and make sure they are doing what should be done.

Alderman Hirschmann asked is anybody being laid off once the dump closes?

Mr. Shepard answered currently there are five positions at the landfill, we are eliminating three of those positions at the closure. The two remaining are because there is a lot of grading work and cover work to be done once the landfill is closed, so those will actually probably be just for the next fiscal year, because once that landfill closes those positions will not be needed. There may be a caretaker required because due to Federal regulations, we do need to do some testing and maintenance of that landfill cover once it is done. We are eliminating three positions as of this budget.

Alderman Hirschmann asked these three positions you are requesting sound pretty generic, will they be working on the landfill?

Mr. Shepard answered the Utility Worker position is the paving raker operator and would be on the regular construction crew when they are not paving, the laborer I is a generic position, he could be assigned to any crew on any day depending on what the needs are.

On motion of Alderman Robert, duly seconded by Alderman Cashin, it was voted to approve the request. Alderman Domaingue was opposed.

Alderman Domaingue stated I have the people to do it, I am getting an excessive amount of work done, that I question goes through a proper process and I will discuss this with the

Department Head as to some incidents that I am made aware of. If we have needs in this City in terms of paving, I'll more than gladly support the crews that are necessary, but if we are in the process of repairing private driveways or doing sidewalks that are not part of the normal schedule because someone made a determination in the department that it needed to be done, and did not go through any kind of a public process, then I have a real problem with it.

Mr. Shepard answered I am sure Frank would be more than happy to discuss it with you.

A-10 HIGHWAY - EPD DEPARTMENT

If approved by the Personnel Committee, the Highway Department shall be approved to hire a temporary WWTP Operator through June 1, 1997.

Alderman Hirschmann stated I am not getting anywhere with these EPD increases so I am not going to play ball with them and I am not going to approve the position.

On motion of Alderman Domaingue, duly seconded by Alderman Cashin, it was voted to approve the position. Alderman Hirschmann was opposed.

A-11 INFORMATION SYSTEMS

If approved by the Personnel and Finance Committees, the Information Systems Department shall be approved to hire a Micro Computer System Specialist.

Alderman Hirschmann stated the information I have is that the Information Systems department in the revised budget that Chairman Wihby is working on, is going to be severely impacted. His philosophy is that your department serves all the departments therefore you, I guess, all the departments would be sacrificing by you taking a cut, I just want everyone to know, the last time this position came up was a short time ago, and I did not like the way things happened. In committee the position wasn't filled, and there was a telephone poll a couple days later and the position was filled. However that got done, I did not like it at all. I know in Alderman Wihby's budget, Information Systems is going to be taking a hit, and I know it is going to the Public Hearing so I would recommend that this is not filled.

Alderman Robert asked what is going to happen if this is not filled?

Ms. Prew answered this is a budgeted position in my department. I was here recently and this is the second position I have lost, and I have already lost a third position in the department. In the particular division that supports the microcomputers there were four people. We are down to one person. If I am not able to fill these positions we will not be

able to go forward with the planned upgrade to the microcomputers in the departments, and will not be able to support the equipment that is out there. This is all part of the upgrade of the computer systems throughout the City for which we have budgeted 2.5 million dollars.

Alderman Domaingue stated we do want to make that investment in upgrading. I just need to know how many positions do you have

Ms. Prew answered right now the department is divided into three functional areas, the microcomputer support group, the communications and security group, and the systems and programming group.

Alderman Domaingue asked do you do any cross training of these people so that if you were down in one division or another the personnel could help out.

Ms. Prew answered yes, and that is what is happening right now. There is no way for that one person to be able to carry the full work load and the other groups are pitching in to help.

Alderman Hirschmann stated I don't know if this communication got out yet or not, but didn't we ask all the departments to come back to us again, and the resolution that was sent out to public hearing, all the department heads were supposed to come back to us and say what this resolution meant to their department, and what the cuts meant. Were there going to be any cuts in the microcomputer division based on what was proposed.

Ms. Prew answered if I am right the Board has recommended a three percent cut, that will not affect the staff. What it will affect is the deployment of the software that we had scheduled for next year. Because the workload that we are facing with the upgrading procedures, we need the staff.

On motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to approve the request. Alderman Hirschmann was opposed.

Alderman Cashin asked Ms. Prew if the recent separations were due to firings.

Ms. Prew answered no, in this particular case, the person left for another job that paid a \$5,000 per year increase in salary. This is what we are facing at the moment. The person that resigned before this went for a \$6,000 salary increase. I have a third position that the person resigned to go the State Office of Technology with a \$6,000 per year increase. We are also going to have problems I believe filling these positions. Over the past few years we have had applications well over one hundred. In October, when we advertised, we had thirty one applicants. The posting we just put out generated twenty applicants. The

capabilities of the applicants are not as strong. These are more entry level people than we have had to choose from in the past.

Alderman Cashin asked what does it cost us to train somebody.

Ms. Prew answered I don't have a specific figure to give you but it's is a long learning curve for these people because they are very technical positions, they have to familiarize themselves with the departments they are working with, with the particular configurations that we are using. It takes a good six months before someone is beneficial to us.

A-12 PERSONNEL DEPARTMENT/BOARD OF MAYOR AND ALDERMEN

If approved by the Personnel Committee the Ordinance shall be forwarded to the Committee on Bills on Second Reading and the concept regarding temporary and non resident employees shall be authorized to be implemented.

Chairman Reiniger stated this was an issue that was contested. We had it first, it was sent to the full Board and was reconsidered and sent back. Mr. Moran has come up with compromise language.

Alderman Cashin asked in the event that a request to fill a vacant position is not approved by the Personnel Director or the Mayor, such requests shall be submitted to the Personnel Committee, the actions of such committee shall be reported to and subject to review of the full Board. When would it be submitted to the Personnel Committee, how long would you sit on it?

Mr. Moran answered it would be scheduled for the next meeting of the Personnel Committee.

Alderman Cashin stated that is not what this says.

Mr. Moran stated I don't see where it doesn't say that.

Alderman Cashin asked if people did not want to fill a position, they could just sit on it indefinitely, and we said we didn't want that. I am looking for a time limit here. If you or the Mayor does not fill a position within a decent amount of time, I want it referred to someone who can act on it.

Mr. Moran stated what I understand is, you would like it to say "if not approved by the Personnel Director or the Mayor within x period of time, then it will be submitted", is that it?

Chairman Reiniger suggested “the next scheduled meeting of the Personnel Committee”.

Alderman Cashin stated that is fine.

On motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to approve the ordinance amendment with the change added to state “in the event a request to fill a vacant position is not approved by the Personnel Director or the Mayor, such request will be submitted to the next regularly scheduled meeting of the Personnel Committee”.

Alderman Domaingue asked if a Department Head comes before the Personnel Director and the Mayor requesting to fill a vacancy, and they approve it, this committee never sees it. However, if a Department head comes before the Mayor and the Personnel Director and they say no, the Department Head then has the opportunity to go before the Personnel Committee at the next meeting to appeal the request.

Mr. Moran answered yes.

A-13 POLICE DEPARTMENT

If approved by the Personnel and Finance Committees, the Police Department shall be approved to fill a Police Dispatcher position and any subsequent vacancies.

On motion of Alderman Domaingue, duly seconded by Alderman Cashin, it was voted to approve the request.

A-14 POLICE DEPARTMENT

If approved by the Personnel and Finance Committees, the Police Department shall be approved to establish a Police Crime Analyst position at Grade 17, Scheduled II (D). The regularly funded Police Officer complement shall be reduced from 142 to 141 Officers. The action shall require establishment of the position by Ordinance. The department shall also be approved to fill any subsequent vacancies resulting from promotion and to fill the position on a temporary basis pending the adoption of the ordinance.

Alderman Robert asked who analyzes their crime now, don't they use FBI.

Mr. Beauchemin?? stated that is the position that I held until I took over the business services office position. Another officer took over after me and he has since been removed from the position. We were unable to fill the position in house with another police officer that was qualified at that time we elected to go outside the police department

with a civilian position to find somebody who would be qualified, and also to save some money by down grading the position. Originally it was put out as a pay grade 16 in non-affiliated schedules, but since then what this is requesting is to place it into the police support staff as a salary grade as a 17 which is exactly the same as a grade 16 was as a non-affiliated position. We have already been able to locate somebody in house who has the qualifications to fill the position.

Alderman Domaingue asked is this an affiliated or non-affiliated position as you proposed it?

Mr. Beauchemin answered originally it was non-affiliated, since then, what this is requesting is to place it into the affiliation with the police support staff, and their wage schedule is a grade 17.

Alderman Domaingue asked why place it into the affiliated category?

Mr. Beauchemin answered in the Police Department there are five positions that are non-affiliated, the Police, Assistant Chief, two Deputies and the Administrative Secretary. All other positions within the Police Department have affiliation with one of three unions, Police Support Staff, Patrolmen's Union and Police Supervisors Union.

Alderman Domaingue asked are you telling me that we are obligated under contract to place this into an affiliated position?

Mr. Beauchemin answered no we are not.

Alderman Cashin asked when you held this position, were you affiliated with anyone?

Mr. Beauchemin answered I was affiliated with the Patrolmen's Union.

Alderman Hirschmann asked who is doing the work now?

Mr. Beauchemin answered nobody, but there is a backlog of work to be done. It has been vacant for a few months and our attempts to fill it with another police officer have failed.

Alderman Hirschmann asked this is causing a case backlog?

Mr. Beauchemin answered it is a backlog of doing the crime analysis, yes there has been a backlog of it, and we are hoping to get it filled before the summer to move forward with it.

Alderman Hirschmann asked the rationalization of putting it into that affiliation, what was that again?

Mr. Beauchemin answered there are only a few positions that are non-affiliated in the police department.

Alderman Hirschmann asked how come it didn't go into the IBPO.

Mr. Beauchemin answered because it is a civilian position and a more suited position for the Police Support Staff Union than it would be for the Patrolmen's Union which encompasses the police officers, the patrolmen, the humane officer and assistant humane officer.

Alderman Hirschmann stated the last person who held this position was a member of that union.

Mr. Beauchemin answered as a sworn police officer. Since then we have created a new position as a civilian to do the work. A lot of police departments have taken their crime analysis functions and civilianized them mainly because of the level of expertise you can get from the people who are not the sworn police officer type who go through the ranks, through training as a police officer.

Aldermen Hirschmann stated so this will be a degreed person in criminology?

Mr. Beauchemin answered the person we have selected has her bachelor's degree, she has been with the department for twenty years, she started off as our statistician for the police department. She has been doing work in this area, similar work with UCR crime reporting for several years now.

On motion of Alderman Hirschmann, duly seconded by Alderman Cashin, it was voted to approve the request.

A-15 POLICE DEPARTMENT

If approved by the Personnel and Finance Committees, the Police Department shall be approved to fill a Police Lieutenant position and any subsequent vacancies.

On motion of Alderman Robert, duly seconded by Alderman Hirschmann, it was voted to approve the request.

A-16 PUBLIC BUILDING SERVICES

If approved by the Personnel and Finance Committees, the Public Building Services Department shall be approved to hire a Plumber.

On motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to approve the request.

Alderman Hirschmann asked wasn't this already done?

Mr. Moran answered previously the committee approved a plumber position, this is a second plumber vacancy that has occurred within the last several weeks.

On motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to approve the request. Alderman Cashin was opposed.

A-17 WELFARE DEPARTMENT

Confirmation of Telephone Poll.

On motion of Alderman Cashin, duly seconded by Alderman Domaingue, it was voted to approve the telephone poll.

There being no further business to come before the Committee on Personnel/Insurance, on motion of Alderman Robert, duly seconded by Alderman Domaingue, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee