

**COMMITTEE ON HUMAN RESOURCES/INSURANCE**

**August 4, 1998**  
**Aldermen Sysyn, Klock,**  
**Pinard, Shea, O'Neil**

**5:30 PM**  
**School Administration Bldg.**  
**196 Bridge Street**

Chairman Sysyn called the meeting to order.

The Clerk called the roll.

Present: Aldermen Sysyn, Pinard, Shea, O'Neil

Absent: Alderman Klock

3. Presentation by Mark Abate, Consultant of William Mercer, Inc., regarding improvements and changes to the City's health and dental insurance benefit programs.

Mr. Abate outlined for the Committee proposed changes to the health and dental programs, specifically Blue Choice benefits and Delta Dental Benefits. Representatives from both companies were present to answer questions of the Committee.

Mr. Abate noted that there had been no improvements to the dental plan since its inception and no improvements had been made to the Blue Choice program since its offering. Handouts were distributed to members of the Committee which reflected the changes as highlighted, and Mr. Abate went through the highlighted portions. It was noted that the costs would increase by 5 percent for the Blue Choice program for both the employee and the City. Additional services under Delta Dental would relate to coverage C for prosthodontics and increasing the maximum per person per year coverage to \$1,000. There was a 15 percent increase in costs for this proposal for the employee and for the City.

Brief discussion followed relative to implementation of the proposal. It was noted that the teachers were looking to negotiate this within their upcoming contract.

Non-affiliated could be implemented into the program effective October 1. Providing this benefit to other unionized employees would be a matter of negotiation in the contract process as the various contracts came up for renewal.

On motion of Alderman Pinard, duly seconded by Alderman O'Neil, it was voted to recommend approval of the proposed changes for implementation with the non-affiliated employees effective October 1, 1998.

4. Status/update presentation by Floyd Decker, President of Yarger Decker and Associates of the Compensation and Classification Plan.

Mr. Decker addressed the committee utilizing an overhead projector and handouts distributed to members. He noted in summary form that the plan to be presented was not based on performance but on positions, addressing internal equity based on the kinds of work performed and the level of work performed. The estimated 314 job types were down 43 percent from where it began. The intent was to be internally fair and externally competitive. He noted ten factors in the process of evaluating the position based on supervision received, guidelines utilized, original thinking, variety of work, personal relationships, commitment authority, supervision exercised, physical demands, education and experience required to start.

Mr. Decker referred to the handouts noting that the plan called for going to a consolidated pay schedule, explaining that the grade intervals were 7.0% difference, step intervals were at 3% differences and there was a half step at 3.5% (noted as A after the number). Mr. Decker noted the ranges in pay schedules from the old to the new. He then outlined the proposed method of handling longevity at 5 year intervals from 5 years to 35 years noting that at each 5 year interval the employee would move up a step which was equivalent to a 3% increase. In response to questions from Alderman O'Neil, Mr. Decker advised that the current 20 or 25 year employee already had received longevity and in moving from one system to the other would receive the next step at their next 5 year interval. A 25 year employee would be placed on the new schedule, at whatever their proposed grade, at the step closest to their current salary but not less than their current salary, having already received their longevity in the current system.

Mr. Decker advised that under the proposal they would move to the next step at the next five year interval. Alderman O'Neil did not think that this was what had

been presented to the employees, or discussed earlier. Mr. Decker offered to sit with Alderman O'Neil at a later date because of time constraints (Committee members would need to adjourn shortly for a Board meeting.)

Mr. Decker also provided a handout of the Class listings with FLSA Designations. He noted that the City could opt to pay an exempt employee overtime, but must pay non-exempt employees overtime or provide compensatory time when the employee requested it. Brief discussion ensued on this subject and the time constraints were again noted by the Chair.

Chairman Sysyn addressed Item 5 of the agenda:

5. Communication from the Human Resources Director requesting the Committee's acceptance of the Deferred Compensation Plan modifications and seeking authorization that the Human Resources Director sign such Plan documents.

Mr. Hobson referred to the communication noting the changes were outlined. In addition to the "housekeeping" issues the changes provided adding the Human Resource Director and the Employee Assistance Manager to the process for determining hardship cases. The Human Resources Director was also to be the designated contract holder for signing authority rather than the Finance Officer.

On motion of Alderman Pinard, duly seconded by Alderman Shea, it was voted to recommend approval of the proposed changes and authorize the Human Resources Director to execute documents as required under the review and approval of the City Solicitor.

Chairman Sysyn advised there was only a couple of minutes left to address the last two items.

6. Communication from the Risk Manager updating the Committee on the following items:
  - (a) Worker's Compensation Loss History for contract year;
  - (b) status report on sewer back-ups due to heavy rainfall through the month of June; and
  - (c) briefing on loss prevention initiatives for new fiscal year.

Mr. Ntapolis addressed the committee providing a brief update and handouts. He additionally noted that there may be residents who will now be eligible for federal assistance because of the recent storms and the mayor would address that at the board level this evening.

7. Reports from the Human Services Director submitted for informational purposes:
  - a.) New Hire Report;
  - b.) Termination Report; and
  - c.) Vacancy Report.

On motion of Alderman O'Neil, duly seconded by Alderman Pinard, it was voted to receive and file these items.

### **TABLED ITEM**

8. Communication from Alderman Hirschmann regarding a Sidewalk Action Team proposal.  
(Tabled 1/20/98 pending report from the Public Works Director.)

This item remained on the table.

On motion of Alderman O'Neil, duly seconded by Alderman Shea, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee