

Board of Aldermen Committee Minutes
Human Resources

Date: April 28, 2015

Chair: Matt Bloomer

Committee Members Present: Allaire, Bloomer, Davis, Donahue, Etori

Others Present: Jody Breault, Lori Hickey, Tyler Dahlin, Robert Peterson

The Chair convened the meeting at 5:31pm and explained that the committee would be discussing the Benefits section of the Employee Handbook.

Ms. Breault distributed copies of her proposal for the Benefits sections related to the various insurances provided to employees. She explained the administrative benefit of the section's theme of using broad language in the handbook with reference to an appendix for details; such construction will reduce the need to change the handbook every time a detail of a plan changes.

Ms. Breault led the group through the proposed language, which covered Eligibility, Medical Insurance, HRA, Dental Insurance, Vision Insurance, Flexible HSA and Life Insurance. It was noted that the proposal did not include an explanation of the buyout; Ms. Breault stated that she planned to present that at the next meeting.

When reviewing the language that states medical coverage will end the last day of the month following an employee's last day of employment, it was noted that Mr. Peterson is often asked by Rec employees why unionized employees in other departments receive medical benefits into retirement, while non-union Rec employees do not. There is a sentiment among some Rec employees that they are not always treated equally to the unionized employees and it creates a feeling that their work is underappreciated vis-a-vis those with better benefits, such as medical benefits beyond employment. Some aldermen offered possible explanations and Mr. Peterson's point was noted. The Chair asked if that particular policy was something this committee is tasked with reviewing. After brief discussion, the group decided it was more appropriate for the Mayor and department head to address, if further review or explanation is needed.

Throughout the meeting, members in attendance asked questions about the mechanics, history and value of the current policies and practices. There was a very brief discussion about how best to organize the section for readability and flow; the committee left it to Ms. Breault to decide how to incorporate the feedback.

The committee agreed to meet again at 5:30pm on May 13, 2015 to continue discussing the Benefits section.

The meeting adjourned at 6:30pm.

Respectfully Submitted,
Matt Bloomer, Chair