HR Committee

The HR Committee Meeting was held on May 16th, 2019. Committee members present were myself, the Chair and Alderwoman Mattis. Others present were Aldermen Depoy and Clifford, Mayor Allaire, City Treasurer Markowski, and City Attorney Bloomer.

The meeting convened at 5:33pm. The topic of discussion was Non-Union Employee Health Insurance Buyout.

Currently, the City pays a buyout to all employees who are eligible for health care coverage from the City but elect to take coverage under a different policy than the one offered to them. The buyout amount is roughly 50% of what it would cost the City to provide the person with the offered coverage.

Members at the meeting felt that 50% is a very substantial amount and that the buyout is an incentive for folks to enroll in a non-City insurance coverage policy, which would save the City money.

Additionally, the current content of the buyout eligibility policy is ambiguous. It is not clear whether a non-union employee who is eligible to join someone else's City plan would receive the buyout if they joined that person's City plan.

Members at the meeting discussed what cleaning up the language might look like, as it pertains to the understanding of buyout eligibility process. Sorting out the language would potentially tie the non-union folks to the union folks and treat non-union employees similar to union employees with respect to buyout eligibility and amounts.

The meeting ended at 6:33pm and this report was for information only.

Alderwoman Ryan