

MINUTES

PERSONNEL COMMITTEE MEETING

CITY OF BRANSON, MISSOURI

July 8, 2011

INTRODUCTORY

The Personnel Committee of the City of Branson, Missouri met for a meeting in the Fish Bowl Conference Room of the Branson City Hall on July 8, 2011 at 8:30 a.m. The following members were present: Dean Kruithof, Chris Bohinc, Janet Akers, and Dr. Parnell.

Also present were: Lori Helle, Kelli Fleck, Dennis Brunner (EPC Chair) and Becky Iverson.

Absent: Mayor Presley and Luise Bird.

AGENDA

Minutes

The Minutes from the June 10, 2011 meeting were acknowledged. There were no corrections.

Presentation by Akers & Arney and Ollis & Co. on wellness initiatives

John Akers of Akers & Arney presented to the Committee an analysis on Controllable Costs in regards to the City's health insurance. The analysis was made up of three categories of controllable costs—Place of service including Emergency Room, Outpatient Care, and Doctor's Office visits from 10/1/2009 – 3/31/2010 vs. 10/1/2010 – 3/31/2011. Prescription Utilization and Network Utilization were reviewed as well.

After reviewing the Controllable Costs, Cameron Black, Wellness Director for Ollis & Company outlined to the Committee how the wellness program could assist in controlling costs as well. He discussed the percentage of chronic diseases that are caused by poor lifestyle, the risk factor for every 100 employees, and the potential cost of treating chronic disease. Cameron then showed the potential savings that the wellness plan could help us achieve over several years. In closing, Cameron presented a two-year implementation plan to the committee.

Discussion of Presentation

There were several items that were discussed as a result of the presentation. These included the need to educate employees in regards to how they can help control costs by making informed care decisions based upon where they seek service, generic vs. brand name drugs,

and utilizing in-network providers. Additionally, all employees will need advance notice of the wellness incentives and initiatives as outlined in the implementation plan. It was determined that we hold multiple meetings and that the meetings would be mandatory. Spouses will also be invited to attend the meetings.

Secondly, the question of a possible increase to the emergency room co-pay was raised.

There were questions as to the breakdown of employee and dependent cost.

In light of the many questions that were raised, it was determined by the Committee, that Staff begin to put together a wellness policy as it relates to three-tier incentive for the next meeting.

Personnel Officers Report

Lori reported that Ethics Point is the company that the City uses for employees to report allegations of fraud. To date we have had one report made and it was resolved.

Next, Lori commented that last month we had reviewed the rates of turnover. Lori reported that she had gone out and reviewed the turnover rates for the Southwest region as a whole and how it relates to the City of Branson. The City of Branson has a turnover rate of 10% and the Southwest region's rate of turnover is 16%. She reported that the City is doing well in comparison.

In closing, Lori reported to the Committee that when the Personnel Manual changes were put before the Board of Aldermen, there were several questions that were posed. The first was regarding K-2, a synthetic marijuana drug, and bath salts. Lori stated that she had Kelli Fleck of Personnel call Dr. Petersen of Skaggs Occupational Health and he indicated that there is no testing available for that substance at this time. K-2 is not legal for sale in Missouri. Bath salts are currently legal and no studies have been done on its effects.

The other question posed is whether an employee who is involuntarily separated from employment with the City could be eligible for rehire. Lori indicated that right now we are not able to rehire an employee who left in bad standing. Lori stated that Kelli called our employee assistance provider and they did not have any additional guidance to offer regarding the City's rehire policy other than checking with the City Attorney. There was discussion regarding the circumstances of when an ex-employee might be rehired. It was suggested that we check with SDC and review the wording in their policy.

Adjournment

The meeting was adjourned at 9:45 a.m. The next meeting of the Personnel Committee will be on Friday, August 12, 2011 at 8:30 a.m.