

Scioto County Board of DD Personnel Committee Meeting Minutes – December 27, 2012

3:30 PM

Room 210, Vern Riffe School

1. **Roll Call:** Present were Rodney Barnett and Stephanie Childers. Chairman, Mike Thoroughman arrived shortly after the meeting began. Ex-Officio: Donna Royse, Matt Purcell and Jim Krumer
2. **Discussion Topic:** Service and Support Administrator Assistant (SSAA) Proposal

A written proposal had been prepared for the Committee's consideration. Currently, there are two unfilled service and support administrator (SSA) positions on the Table of Organization. SSA Director Donna Royse has not been able to fill these positions successfully. However, the workload continues to grow, with additional growth anticipated in the near future. To fulfill the need, Mrs. Royse and Mr. Krumer have proposed contracting with the Southern Ohio Council of Governments for two SSAAs, removing one SSA position from the TO and delaying the filling on the remaining vacant SSA position. It is hoped that the two contracted workers can absorb some of the existing SSAs' work, enabling them to have larger caseloads.

A cost analysis had been done. Cost for the two SSAAs would be around \$106,000, the bulk of which can be recouped by the Board through Targeted Case Management (TCM) billing. The local part of the cost was estimated at just over \$34,000 for both contracted workers.

After some discussion, Mr. Thoroughman made the motion to suggest approval of the SSAA proposal to the full Board at the January meeting. Mr. Barnett seconded. The motion was approved unanimously.

3. **Discussion Topic:** Benefits Procedure

Mr. Krumer apologized for only recently becoming aware that previous superintendent, Ben Hollinger, had devised an Employee Benefits Selection procedure. He presented the document to the committee for their consideration. The matter was tabled until a future Personnel Committee meeting.

4. **Update on employee benefits approved by the Board**

A. The Board's new life insurance carrier, Assurant, offered to give employees an opportunity to purchase supplemental life insurance/death, disability and dismemberment policies. This option was approved by the Board at the December 13 board meeting. However, the County Auditor's office later rejected the Board's request that payments for such policies be payroll deducted, citing the work increase this would cause staff there.

After some discussion the Committee urged Mr. Krumer to seek a legal opinion from the County Prosecutor's office on the Auditor's ability to deny such requests, and then speak directly with Auditor David Green, if appropriate.

- B. Another part of the life insurance package was to provide employees with between \$25,000 of life insurance up to a year's salary. Later it was learned that for employees making more than \$50,000, the amount of employer-sponsored life insurance that exceeds \$50,000 is taxable.

After some discussion, the Committee agreed that employees earning more than \$50,000 should be given the option of whether or not their payout amount would match their salaries. That way, employees could decide if the additional coverage is worth the amount of tax they would have to pay.

- C. A benefit that the Board offers employees and board members is professional liability insurance through the County Risk Sharing Authority (CORSAs). The Committee asked Finance Director Matt Purcell to prepare an information sheet about the scope of the coverage that could be shared with the full board.

5. Discussion Topic: Employee's contract

Mr. Krumer discussed with the Committee some concerns he has regarding an employment contract. No recommendations resulted.

- 6. Adjournment:** Mr. Barnett made the motion that the Committee adjourn at 4:34 p.m. Mr. Thoroughman seconded. The motion was approved unanimously.

Prepared by Margaret Compton and Jim Krumer

Submitted respectfully by:

Stephanie Childers, Recording Secretary