

**Business Employment Skills Team, Inc.
Human Resource Committee (Hybrid) Meeting Minutes
December 19, 2022**

The HR Committee meeting was called to order at 5:30 p.m. by Chair Wayne Reising. Roll call was taken.

Name	Present	Absent	Name	Present	Absent
James Duffy	X		Jamey Sulser	X	
Wayne Reising	X				

Others Present: Carrie Folken, Jo Ann Johnson, Annette Pace

Approval of Meeting Minutes

Jamey motioned to approve the October 17, 2022 Meeting Minutes. Motion was seconded by Jim Duffy. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
James Duffy	X		Jamey Sulser	X	
Wayne Reising	X				

Motion carried.

Business Meeting

Approval of Employee Health/Life Insurance Coverage

Jo Ann informed members that the Employee Health (and Life) Insurance coverage with United Health Care will renew on January 1, 2023. She said that the current plan that we have with UHC is no longer available, but they did quote us a plan that is similar. Jo Ann outlined the following change in benefits:

Increase Non-Network Deductible from \$4,500/\$9,000 to \$5,000/\$10,000

Increase of out of pocket from \$7,000/\$14,000 to \$7,750/\$15,500

Decreased Office Co-pays from \$35/\$70 to \$15/\$60

Decreased Coinsurance for Non-Network from 60% to 50%

Overall, Jo Ann told members that we received a 1.1% increase on our health benefit. She said that she talked with our agent, Tom Payton and he did not formally quote this year because of the 1.1% increase. Jo Ann told members that most of Tom's groups with Blue Cross/Blue Shield went up 8%. She said that one thing of interest should be that the Office Co-Pays went down from \$35.00 to \$15.00 that shows the staff is taking advantage of the benefits. Although we received a 1.1% increase, it is manageable and affordable. Jo Ann recommended that the plan as presented offered by United Health Care be renewed effective January 1, 2023. Jamey Sulser motioned to approve the United Health Care plan as presented effective January 1, 2023. Motion was seconded by Jim Duffy. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
James Duffy	X		Jamey Sulser	X	
Wayne Reising	X				

Motion carried.

2023 Holiday Schedule

Carrie presented the 2023 Holiday Schedule. She stated that several years ago, the BEST Board approved the 12 Holidays for employees. Carrie said that she is not asking for additional Holidays, but asked if the Board members wanted to recognize Juneteenth as a Holiday. She suggested that if they do, then perhaps a floating Holiday with some of the other Holidays could be done. A lengthy discussion followed regarding the Juneteenth Holiday noting that it is now considered a Federal Holiday. Jim Duffy motioned to include Juneteenth as a 13th Holiday for the BEST employees. With there being no second, the motion died. With there being no changes to the Holiday structure, the 2023 Holiday Schedule was provided as an information item.

Other Business

Membership List / Committee Structure

Carrie informed members that a copy of the Committee Structure was provided with the meeting materials for the new members. She said that it will be discussed at the BEST Board meeting.

Public Comments

None

Adjournment

With there being no further business, Chairman Reising declared the meeting adjourned. Meeting adjourned at 5:58 p.m.

Jo Ann Johnson