

Minutes

VSAC Human Resources Committee Meeting

May 16, 2016
12:30 p.m. – 2:00 p.m.

Boardroom, VSAC Offices
10 East Allen Street
Winooski, VT

Committee Members Present: Dennis O'Brien (Chair) and Katharine Hutchinson

Committee Members Absent: Ann Cummings

Other Board Members Present: Dodie Mitchell

VSAC Staff Present: Scott Giles, Tom Little, Marilyn Cargill, Patrick Leduc, Mike Stuart, and Kristi Rocheleau

The meeting was called to order at 12:34 p.m., and a quorum was declared present.

Approval of the Minutes

Upon a motion made by Katherine Hutchinson and seconded by Dennis O'Brien, the Human Resources Committee voted unanimously to approve the meeting record of March 21, 2016, as presented.

Compensation Review and Discussion

Patrick Leduc reviewed the compensation documentation previously distributed, reporting on comparable local organization and national trend information collected. The FY17 recommendation is intended to balance the need to attract and retain skilled and knowledgeable employees in a way that supports the mission, values, and priorities of the organization. The Committee discussed the details of the proposal and agreed with the approach.

Upon a motion made by Katherine Hutchinson and seconded by Dennis O'Brien, the Committee approved the recommendation for the compensation approach for fiscal year 2017, and recommend adoption of the plan by the full Board of Directors.

Healthcare Roll-Out

Patrick Leduc shared the rollout of the new healthcare changes to staff, noting the thorough nature of the questions and the positive feedback received about the approach. The meetings included representation by Blue Cross Blue Shield, Tandem Care, and CBA Blue to address plan-specific questions. Responding to Committee Member questions, Patrick provided background about how recent rate hikes by MVP and BCBS compare to the VSAC self-insured model.

During the May 23, 2016 meeting, the Finance Committee will act on healthcare and compensation as part of FY17 budget proposal.

Review Draft Staffing Plans and CEO Evaluation Process Discussion

The Committee transitioned to the topics of staffing plans and the CEO evaluation discussion, and an executive session was recommended.

Upon a motion made by Dennis O'Brien and seconded by Katharine Hutchinson, the Committee voted unanimously to enter executive session at 1:16 p.m. in order to consider the appointment of public officers and public employees, and related personnel matters. The following were requested to remain in the room, as they have information needed for the executive session: Scott Giles, Dodie Mitchell, Mike Stuart, Patrick Leduc, and Tom Little. 1 V.S.A. sec. 313 (a).

The Committee exited the session at 1:51 p.m.

Other Business & Adjournment

There being no other business, the Committee adjourned at 1:51 p.m.

Respectfully submitted,

Patrick Leduc, Assistant Secretary