

## ***COUNCIL ON HUMAN RESOURCES***

**Thursday, March 10, 2005**

**10:30 a.m. – 1:00 p.m.**

### **Members Present:**

Marvin Boots	William Bunting
Cheryl Crawford	Jane Crockett
Claudia Farr	Jim Frogue
Sabrina Johnson	John McE Garrett
William Ross	Kevin Salminen
Janice Sigler	Carol Strickler
Anna Thomson	Sara R. Wilson

### **Members Absent:**

Erica Davis	Anne Howard (ill)
Oliver Hill, Jr.	

### **Others Present:**

Sandra Bowen, Secretary of Administration  
Guy Horsley, Senior Assistant Attorney General  
Mary Habel, DHRM, Health Benefits Program  
Rick Pugh, DHRM, Agency HR Services  
Susan Luck, DHRM, Personnel Development Services  
Barbara Tanner, DHRM, Administration  
Bob Weaver, DHRM, Agency HR Services

### **Call To Order**

The Council on Human Resources met on Thursday, March 10, 2005, at 10:30 a.m. at the Department of Human Resource Management, PDS Room #4.

HR Council Chairman, Bill Bunting, welcomed members.

## **Role of the HR Council**

Sandra Bowen, Secretary of Administration, discussed the different types of boards. She went into detail on Advisory Boards as this Council is an Advisory Board.

Guy Horsley, Senior Assistant Attorney General gave a brief description of his background and made general comments about the role the Council.

Sara Wilson explained how the Human Resource Council was created (merged several boards to create HR Council). The Councils will be used as a focus group and sounding board.

## **Health Benefits Report to the General Assembly**

Mary Habel, Director of Health Benefits Programs, states the report to the general assembly annual report is available on the web. At the last meeting, Mary went over the annual report with members. July 1, we will be working on 2005. She discussed COVA. She also discussed Health VA, “move more, eat less”

Mary discussed identity theft at George Mason; they had a bad attack on their system. Employee requested alternate numbers. July 1, insurance card will have alternate numbers. Alternate numbers is a better deal for employee's and Health Benefits has been working with this for over a year. Mary explained the process of changing numbers and no interruption in service. They are also working on changing 4 cards to one, but for now, everyone will still get 4 new cards.

Medicaid Part D is drug component, effective January 1, 2006 for retiree. CMS is putting out a lot of information concerning (Medicaid part D) have to signed up in November for retirees.

Option #1: drop drug coverage; tell participants they have to get it from Medicare.

Option #2: have a wrap around plan incorporated by bringing into state program.

\$200 deductible upfront. Medicare will pay 75%, participate 25%. Donut hole, program pays 95%, participants' pays 5%.

Council wants to be involved in Medicaid Part D Health Care.

## **Health Credits for Retired Employees**

Marvin Boots discussed Health Insurance Credit and what can be done. He states Senate Potts put bill in to raise to \$6.00. He asked everyone to call his or her senator. They have 1.1 billion new money to work with. In 1998-2005, premiums cost increased 134% Health Care up 60%.

Question:

- What can we do about this?
- What is the out of pocket expense?

Bill asked Council what should we do to have a \$2.00 increase, should we advise the Governor?

Responses:    Agreed to advise Governor that this is unfair.  
                  Want to make a change, but will not get involved politically.  
                  Agree Board is Advisory Board. Must send sound business approach.

Council agreed, they are an advisory council to the Governor and should write a letter to him with their concerns.  
HIC was discussed. Focus is on the HIC total rate.

**Motion:** To support increase in HIC rate given to retirees. Motion was second.

Council voted to support the increase with a letter to the Governor - 11-2. VRS, EDR, DHRM and Cabinet Secretaries will be copied on this letter.

### **VRS Issues**

Donna Blatecky provided 9 years worth of data on new employees, disability and retirement.

Questions asked:

- What is the current seal for retirees?
- What's the average number of persons retiring?
- Do we have a lot who retire in their 70?

### **Council Organization Charter Rules of Engagement & Guiding Principles**

Bill discussed the HR Council Charter. He wanted to share how valuable employees are. He discussed wages and how we need to value employees worth.

Council meetings – it was suggested that conference calls be considered for next meeting.

Bill informed Council that each meeting, the action statement will be reviewed and updated.

### **Staff Planning Report**

Rick discussed Workforce Planning to Council. Bill asked members to review workforce-planning report. Rick stated it is a good value and assessment for Council. Rick answered questions from Council Members.

There being no further business, the meeting adjourned at 12:45 p.m.

Respectfully Submitted,

Barbara Tanner  
Executive Assistant