

Human Resources Committee Meeting Douglas County, Nebraska

Monday, October 5, 2015

The meeting convened at 10:03 a.m. in Room 903 of the Omaha-Douglas Civic Center, 1819 Farnam Street, Omaha, NE 68183. A copy of the Open Meetings Act is located on the wall near the entrance of the room. A notice of the meeting was published in the September 28, 2015 issue of The Daily Record. County Commissioner Mary Ann Borgeson was present at the beginning of the meeting. Others present at the beginning of the meeting were Joe Lorenz, Diane Carlson, Marcos San Martin, Catherine Hall, and Karen Cole of Administration; Karen Buche and Kathy Adair of Human Resources/Civil Service Commission (HR); and Dan Esch of the Clerk/Comptroller's office. Commissioner Borgeson conducted the meeting.

1. Discuss potential changes to Wellness Program

County Commissioner Chris Rodgers entered the meeting during this item, as well as Patrick Bloomingdale of Administration. Ms. Cole left the meeting during this item. Speaking during this item were Ms. Adair, Commissioner Borgeson, Mr. Lorenz, Mr. Bloomingdale, Ms. Carlson, Mr. San Martin, Mr. Esch, Ms. Buche, and Commissioner Rodgers. Highlights from the discussion included the following:

- Ms. Adair reviewed changes to the Viverae Wellness Program that are going to be recommended for 2016.
 - Eliminating the retiree group from eligibility.
 - Ms. Adair said 268 individuals in the retiree group are eligible to participate in the Wellness Program, but only six of those individuals are participating in the program.
 - Ms. Adair said the County pays \$2.20 per employee/retiree per month, and \$0.65 per spouse per month.
 - ❖ Ms. Adair said whether these individuals participate or not, the County has to pay that each month.
 - Adding a coaching piece to the program.
 - Ms. Adair said a coach could be a resource for an employee, particularly an employee who may be at a risk level.
 - Ms. Adair said the coaches would help in areas such as weight management, nutrition counseling, fitness, tobacco cessation, and stress management.
 - Ms. Adair said it would be \$125.00 per employee participating or engaging in the coaching.
 - Changing the program incentive from a one-tier program incentive to a two-tier program incentive.
 - Ms. Adair said for 2015, if an employee and eligible spouse earns 200 points by December 1st, that employee will earn a \$150 Visa gift card.
 - Points can be earned by doing a biometric screening, member health assessment, and by doing various challenges and questionnaires.
 - Ms. Adair said those gift cards will be distributed by the end of December.

- Mr. Bloomingdale said the idea is the County would share information with Charles Drew in order to become more collaborative with them.
 - Mr. Bloomingdale said the County needs to provide some more information about its clientele so a determination can be made on how to collaborate.
- Mr. Bloomingdale said this could be brought up at the October 20, 2015 County Board meeting.

3. Other business

Speaking during this item were Mr. Bloomingdale, Mr. Lorenz, Commissioner Borgeson, Commissioner Rodgers, Ms. Buche, and Ms. Carlson. Highlights from the discussion included the following:

- Mr. Bloomingdale said the members have been determined for the 911 Director Search Committee.
 - Mr. Bloomingdale said Omaha Police Chief Todd Schmaderer is a part of this committee.
 - Mr. Bloomingdale said October 9, 2015 is the closing date for applications to be submitted for the 911 Director position.
 - Mr. Bloomingdale said the hiring for the 911 Director position has to be approved by December 15, 2015.
- Mr. Bloomingdale said the Grant Coordinator position has been filled, and the new hire will start on October 22, 2015.
- Ms. Buche said HR is probably going to be looking at changing vacation and the way it works for non-union employees.
 - Ms. Buche said it's necessary for changes to be made in how vacation is handled.
 - Ms. Buche spoke about what she foresees happening: the vacation time that's usually wiped out at the end of the year, will not be wiped out this year for non-union employees.
 - Ms. Buche said it's probably not something that would be able to get done by the end of the year for the union groups.
 - Ms. Buche said this is going to take some involvement with Payroll.
 - Ms. Carlson and Ms. Buche talked about following up with Theresa Urich of the County Attorney's office on this matter.

The meeting adjourned at 11:12 a.m.