

ADMINISTRATIVE OPERATIONS COMMITTEE
Administration Building
1930 Prairie St. Glenview IL60025
Regular Meeting Minutes
Monday, September 16, 2013

1. Roll Call

Commissioner Coulson called the meeting to order at 8:30 a.m. and the roll was called.

Commissioners/Official Staff present: Commissioners MJ Coulson, Dan Peterson, Bill Casey, Charlie Kuhn, Bob Patton, Ted Przybylo; Executive Director Chuck Balling; Supt. of Administrative Operations Barb Cremin and Human Resource Manager Laila Bashia

Commissioners/Official Staff absent: None

2. Agenda Topics

a. Affordable Care Act Implementation

Staff reviewed the steps taken to identify the part-time employees who could become eligible for health insurance benefits under the Affordable Care Act and to limit the District's exposure. Staff has been tracking part time hours since November 2012 in anticipation of the January 1, 2014 implementation deadline. In July 2013, the federal government deferred the penalty under the Pay or Play mandate to employers for not providing health insurance coverage to all employees working an average of 30 hours per week until January 2015. The Committee discussed whether health benefits should be offered to the proposed 8 key part-time positions in January 2014 as part of a benefits upgrade for these positions. Concerns were expressed about defining a new class of employees, that there is no current retention problem, that providing benefits is not required by law and that it is a cost that the District does not need to incur. Other comments were made that there is a business need for one person to fill these roles rather than having multiple employees share the position, that it is a cost effective way to address these positions without requiring them to be full time positions at a higher cost to the District and that, in following our strategic initiative to be an employer of choice, it is the right thing to do for the employees who fill these critical positions. The Committee deferred a decision on the matter and requested that staff reframe the issue as an upgrade to part time benefits.

3. Matters from the Public

None

4. Committee Recommendation(s)/Direction

- a. To defer the decision on providing a health insurance benefit to part time employees as of January 2014 and to request that staff re-frame the issue and recommendation as an upgrade to part time benefits.**

5. Adjourn

The meeting was adjourned at 9:40 a.m.

ATTEST:

William M. Casey
Board President

Charles T. Balling
Board Secretary

Approved this 21st day of November 2013