

COUNCIL ON HUMAN RESOURCES

**Thursday, July 20, 2006
9:30 a.m. – 12:00 p.m.**

Members Present:

Marvin Boots	Claudia Farr
John McE Garrett	Sabrina Johnson
Wayne Ozmore	Suzanne Puryear
Carol Strickler	Sara Wilson

Members Absent:

William Bunting	Betty Bowman
Cheryl Crawford	Jim Frogue
Oliver Hill, Jr.	Anne Howard
Sandra Price-Stroble	Anna Thomson

Others Present: Department of Human Resource Management Staff

Delores Elmore, Personnel Development Services
Mary Habel, Health Benefits Program
Dan Hinderliter, Contracts & Finance
Susan Luck, Personnel Development Services
Sandy Johnson, Agency HR Services
Carol Rauschberg, Agency HR Services
Mike Salster, Communications
Barbara Tanner, Administration
Bob Weaver, Agency HR Services

Next Council Meeting

Council Chairman, John Garrett informed Council Members present that the next Council on Human Resource meeting is scheduled for September 21, 2006, at 9:30 a.m., James Monroe Building, PDS Room #4.

Call To Order

The Council on Human Resources met on Thursday, July 20, 2006, at 9:30 a.m. at the Department of Human Resource Management, PDS Room #4.

Council Chairman, John Garrett, welcomed all council members and guests. Council Members and DHRM staff introduced themselves and provided a little background. Wayne Ozmore, Jr., newly appointed council member, was welcomed to the meeting.

Quorum

HR Council Chair, John Garrett, informed members that he wanted to go forward with all scheduled meetings as members were not voting on any issues. Unless there was an emergency meeting called, all meetings will be conducted so that Council will be provided with information or presentations already prepared. All information will be disseminated through mail and email for those members not in attendance.

Learning Management System

Follow up on LMS. Members were asked if they've been out to the site and if not, to go out to the site and take a look around as well as work online. If there is an interest, Members will be provided a special link to the website to logon.

Recruitment Management System (RMS) Update

Sandy Johnson informed Members that the RMS went live on July 1 and is actively posting jobs. 666 users (agency HR types) are posting jobs and managing the system. There are a few problems mainly, users are forgetting their name and password, and they are calling us to assist them with that. Some agencies and colleges have gone paperless. Some agencies have to send paperwork as they have not converted to the new system. Training is setup on the site. Folks that do not have a computer can still access the system at their local library. Sara Wilson encouraged Members to go out and look at the site and provide any feedback.

Questions:

What types of reports are automated?

What college jobs do you have online?

Do you have the ability to upload a resume?

Is it updated to show veteran information?

Is the report function available to local levels?

Did you outsource?

Was outsourcing outside of Virginia?

HR Council Chair congratulated DHRM team on the implementation of the Recruit Management System (RMS).

Medicaid Part D

Mary Habel stated that Medicaid Part D went into effect July 1. She informed Members that Susan Jones is the Retiree Program Manager.

Medicaid Part D overview:

- Retirees were rolled into the Medicaid Part D program.
- We have a diverse population enrolled.
- Some incurred cost, but overall, they spent less.

Center for Medicaid Services (CMS) – there was a problem with eligibility. CMS reviewed each case, and then they determined if the retiree is eligible or returned stating “not eligible.” Due to the

volume of retiree issues, Health Benefits has hired a P-14 to assist with the program. There are several problems when working with CMS and trying to assist retirees when there is a problem. We found out that several other states are having the same problems with CMS. One of the biggest problems with CMS is if you drop coverage, you can't come back into the system.

In January, we may see retirees migrating to another plan once they've become more knowledgeable of what each plan has to offer.

Questions:

Is there a substantial reduction in cost?

What is donut hole?

Does the state plan not have the donut hole?

Does it have catastrophic?

Does that mean if the spouse goes out, they can't come back?

What is the rate for the spouse; is it the same as the retiree's?

EmployeeDirect

99% satisfaction; some not satisfied because of new password process. The system is extremely secure. 58% of employees use EmployeeDirect. (see attached statistical report for further information)

High Deductible High (HDHP)

Health Benefits staff went on the road to provide training for HDHP, presentations, videos and online. Out of the 102,000 employees, retirees, only 228 enrolled in the program. Health Benefits did not expect such a low enrollment. The HDHP plan was explained to Members. 23% of those enrolled were early retirees; 30% were colleges and university.

Questions:

When you say early retirees, what does that mean?

Of the 228, do you have the ages?

Thirty and under?

All in One Card

John commended Sara and Mary on the issuing of the All in One card (health care, prescription, and employee assistance). Everyone applauded them.

Pandemic Flu Preparation

Sara discussed pandemic flu issues with Members:

- A meeting has been setup to have all agencies involved to discuss what it is that they're looking for.
- She discussed telework in regards to the pandemic.
- Have a large volunteer basis.

- She asked Members to come up with a talent base. She asked them to come up with a way to capture that information.
- VITA has been asked to partner with the agency.
- A presentation is scheduled for tomorrow to discuss issues.

Comment: Need to have people who speak several languages; feel this is a great thing to have in place (volunteer pool). Sara stated that the volunteer pool will have skill sets and use this pool to find the best way to use skills and needs. Office of Emergency Management was discussed regarding skill sets.

Questions:

What about retirees?
 How have we articulated what we're going to do when this happens?
 Will volunteers be paid for this?

Suggestions/Questions:

Need to know what skill sets are needed and have check list.
 How is it going to be used, compensation, etc?
 Cooperative effort; if you have certification, have someone sign off on it.
 Does it require legislative approval?
 When a volunteer goes out to deliver to those in need, what will happen to their family?
 Is this medication coming through Medical Assistance Services?

John Garrett asked Sara to give Members an update at our next meeting.

Legislative Update

Carol Rauschberg, Legislative Liaison, was introduced to Council Members. Carol and Sara discussed legislative update and general issues from each office. Reenrolled budget was discussed. Sara discussed management scorecard. She informed Members that she created an "at a glance" sheet so that agencies can use it to address management issues. Mary discussed legislative updates pertaining to Health Benefit issues. VITA employees were outsourced to Northrop Grumman. Members were provided with a copy of the Legislative/Budget issues report to follow along with discussion.

Questions:

Are colleges divorced from VRS?
 Indigent Defense - was that an ordinance?
 Was that approved by the Commission?
 State regulations - isn't there a regulation that says you can get more than 15% of your salary?
 So there are no rules?

Council Meeting Dates

John asked Members to come prepared on September 21 to set next year's meeting dates. He asked local representatives if they had any issues or concerns to please let Barbara Tanner know.

Handouts:

- a. Minutes from the July 20, 2005 Council Meeting
- b. High Deductible Plan Enrollment Stats
- c. Legislative/Budget Issues
- d. Revised Membership Roster

Meeting adjourned at 12:00 p.m.

Respectfully Submitted,

Barbara Tanner
Executive Assistant