

COMMITTEE ON HUMAN RESOURCES/INSURANCE

March 7, 2023 at 6:00 PM

Chairman Cavanaugh called the meeting to order.

The Clerk called the roll.

Present: Aldermen Cavanaugh, George-Kelly, Barry, Gamache, Burkush

Messrs.: L. Drabik, A. Thomas

Alderman Barry moved to enter into non-public session under the provisions of RSA 91-A:3(II)(e): Consideration or negotiation of pending claims or litigation which has been threatened or claimed against the public body or any subdivision thereof. **Alderman George-Kelly** duly seconded the motion. The motion was approved on a unanimous roll call vote.

Chairman Cavanaugh called the meeting back to order.

On motion of **Alderman Barry**, duly seconded by **Alderman George-Kelly**, it was voted to accept the recommendation of the Risk Manager.

On motion of **Alderman Barry**, duly seconded by **Alderman Gamache**, it was voted to seal the minutes.

2. HR Reports submitted by Lisa Drabik, Human Resources Director:
 - Position Summary Report
 - Vacancy Requisition Requests and Approvals
 - Summary of Arbitrations/Grievances
 - Sapphire SmartShopper Report(Note: Provided for informational purposes only; no action is required.)
3. Communication from the HR Director recommending changes to the health and dental plans for full-time employees for the upcoming plan year.

Alderman Gamache moved to approve. **Alderman Barry** duly seconded the motion.

Alderman Barry asked what are the actual changes you are requesting.

Lisa Drabik, HR Director, answered essentially what we are recommending that we do is mirror the eligibility requirements for dental insurance that currently exist for our healthcare insurance. That means that for dental insurance for full-time employees who are eligible, they would be eligible the first month following their hire date. Right now you have to wait three months but for health insurance it is the first of the month following your date of hire. It is confusing for employees and difficult to administer. The cost of doing so is minimal. The second change for dental insurance would allow dependent coverage up to age 26 regardless of student status. Right now, it is until age 25 as long as you are a full-time student and for the health insurance it is up to age 26 regardless of student status. Again, we are just trying to mirror the health eligibility requirements. To make both of those changes, it is less than a 1% impact to the overall

plan cost. The second change that we are asking you to consider is to add hearing aid coverage. Right now, they are an exclusion under our policy. Over time, the aldermen have added coverage for things like autism related services and fertility treatments. This would be yet another thing that we are asking to add. As you might imagine, the use of hearing aids is not cosmetic. It is a medical necessity and for our employees that require them to do their jobs, we are asking that you consider that we add this coverage under the following restrictions. It would cover \$2,500 per hearing aid every five years or as the prescription changes. We have two different kinds of plans in the city. We have an HMO and a high-deductible plan. They would be treated slightly differently under those plans but the same restrictions would apply and that is the \$2,500 per hearing aid every five years. The projected cost is \$1.80 per member per month or .4% so less than 1% on the working rates to add that coverage.

Chairman Cavanaugh stated I would like to add that I think that is great. I know we talked about it for over a year. It is something that I thought was great for dependents. If you have a dependent that doesn't go to college but at 19 is booted off the insurance, that isn't fair. I think this fixes that and hopefully is approved by the full Board. Also, the hearing aids was brought up in an email sent to me and you Lisa from a current employee. If someone has a bad back we can get them the raising desk but if they are dealing with the citizens of Manchester and they can't hear, they have to pay for their own hearing aid. I think this is good for the employees and hopefully gets approved.

Chairman Cavanaugh called for a vote. There being none opposed, the motion carried.

4. Communication from the HR Director submitting a draft RFP for the Compensation Study.

Alderman Barry moved to approve. **Alderman George-Kelly** duly seconded the motion.

Chairman Cavanaugh stated I just want to thank you, Lisa, and Connie for all of the work you have done. The speed in which this is happening is great. We thought it was going to be untouchable but you both have done a great job getting it to this point. Thank you very much.

Chairman Cavanaugh called for a vote. *There being none opposed, the motion carried.*

5. Communication from Owen Friend-Gray, Deputy Public Works Director, requesting to add the position of Chief Inspector to the list of exempt employees who may receive overtime pay.

On motion of Alderman Burkush, duly seconded by Alderman Gamache, it was voted to approve.

6. Communication from Phil Croasdale, Water Works Director, requesting the following changes to his complement:
- Eliminate the vacant Public Service Worker II, grade 13, positions (2 unfunded and 1 funded) and replace with Public Service Worker III, grade 14, positions.
 - Approve and adopt the revised job titles and class specifications for the Distribution Operations Superintendent, Water Works Senior Supervisor, Water Works Supervisor, Water Works Emergency Technician, Equipment Operator IV, and Public Services Worker III.

*On motion of **Alderman Burkush**, duly seconded by **Alderman Gamache**, it was voted to approve.*

7. Communication from Anna Thomas, Public Health Director, requesting the addition of an Overdose Prevention Outreach Worker, grade 20, to her complement.

***Alderman George-Kelly** moved to approve. **Alderman Barry** duly seconded the motion.*

Alderman Burkush asked how do you envision this working when we have first responders responding to overdoses now. When would these people intervene?

Anna Thomas, Public Health Director, responded the CDC is working with on this and are going to be here over the next couple of days to provide technical assistance. I think what we are looking to do is establish a pool of people we can call in on a per diem basis. That could also be first responders who want to get overtime. We want to be able to mobilize every time we see a spike happening. What they will do is be deployed as a team and get training from the CDC and do outreach into these hot spot areas that the Police Department is mapping for us in real-time. We are looking at data every single day. This team will flood those hot spot areas with resources and the whole idea is to quell the spike or prevent it from escalating further. The idea is we have a team and a pool of people who would be willing to be called in. Many of them are doing outreach now in the community. Some might be mental health professionals for example but they are already working a full-time schedule. This would be at night and on weekends and off hours when we see the spikes occur. It is all grant funded.

Alderman Burkush asked so they will respond and try to make contact with those people in the emergency room.

Ms. Thomas answered they will go to the hot spot areas so depending on what the hot spot looks like...sometimes for example it is FIT/New Horizons so that team would go and work with FIT/New Horizons because they have had multiple overdoses or potential fatalities which we are hoping to avert completely. In some cases, it might be a neighborhood where there seems to be a lot of activity. Anything that is beyond five overdoses in one space is considered a spike. That is how we are plotting it out now and we are doing that every single day. We will just use that data to drive where this team goes. We may have a whole month where we don't deploy anybody from the strike team. That is what is nice about it; it is really going to be flexible based on when we really need to pull people in for those hot spot areas.

Alderman Barry stated one thing that caught my attention with the proposal is the fact that when these outreach workers are out there working with overdoses they are also going to collaborate with treatment centers. I think that is very important and that is one of the reasons I am really in favor of this. I know that we have talked about collaboration in the past and working together and I think that is the way we are going to get people off the street and into treatment.

Ms. Thomas responded you are absolutely right. That is the goal.

Chairman Cavanaugh called for a vote. *There being none opposed, the motion carried.*

8. Communication from the Public Health Director requesting approximately \$6,958 in city funds to cover the Public Health Dental Assistant position for three months due to a lack of Medicaid revenue.

On motion of Alderman Barry, duly seconded by Alderman George-Kelly, it was voted to approve transferring \$6,958 out of contingency.

TABLED ITEMS

9. Communication from Allen Aldenberg, Police Chief, requesting authorization to enter into "side bar" negotiations with MPPA and MAPS regarding availability pay. *(Note: Tabled on 11/1 pending further information from the Police Chief; see attached.)*

This item remained on the table.

There being no further business, on motion of Alderman Barry, duly seconded by Alderman George-Kelly, it was voted to adjourn.

A True Record. Attest.



Clerk of Committee