



Personnel Committee

October 24, 2012 ~ 08:00 AM ~ Administrative Board Room

Committee Members Present: Weldon Smith, Chairman ~ Don Lewis

Committee Members Absent:

Hospital Staff Present: Lucy Muller, HR Specialist ~ Evans McBride ~ Cara Bland, MRHC Board Chairman ~ Steve Brooks, VP/Human Resources ~ Melissa Walker, Sr. VP/Financial Services

Others: Tim Reddout, President Waterstone Benefit Administrators

"Privileged and Confidential pursuant to 63 O.S. 1-1709.1 and/or 63 O.S. 1-1709."

Topic/Finding	Discussion	Recommendation/Action	Follow-up/ Responsible Party
Call to order:	With a quorum present Chairman Smith called the meeting to order.		
Approval of Minutes:	The minutes from August 14, 2012 were presented for review. Motion was made (Lewis) and seconded (Smith) to approve the minutes as presented. By a show of hands Motion carried unanimously.		
Old Business:			
New Business:			
A. 2013 Benefit Changes	Mr. Brooks introduced Tim Reddout, President of Waterstone Benefits Administrators. Both Mr. Brooks and Mr. Reddout presented the draft of the 2013 Benefit Changes for employees. These changes include increased deductibles and out of pocket maximums for two benefit options for employees, expansion of preventative healthcare, increased domestic discount, and ancillary service, urgent care and MRHC physician co-pays. Premiums for all three options would remain the same. Currently, MRHC offers a 38% discount to employees who use MRHC for procedures. Current proposal is 60% based on the state average of 52%. By offering a discount, MRHC's goal is to increase employee steerage to MRHC for procedures. 58% of MRHC employees healthcare cost are occurring away from MRHC. These new changes would also save MRHC between approximately \$200,000 and \$300,000 in benefit claim expenses. As of 2011, MRHC pays 71% of the cost of the benefits for employees. The VHA average is 80%. MRHC ranks last within VHA in this area. The deadline for this decision must be made no later than December 1, 2012 in order to	After review and discussion a motion was made (Lewis) and second (Smith) to forward these benefit changes to the Finance Committee to review the financial impact of these changes. Melissa Walker will present a report to Finance Committee comparing the proposed discount with the Medicare reimbursement model. Pending Finance Committee approval, the Personnel Committee recommends these changes to the Board of Trustees for final approval. By a show of hands, Motion carried unanimously.	Melissa Walker/Finance Committee



B. CEO Evaluation Tool	<p>provide employees with ample time to make a decision on his or her benefit choices; and for Waterstone to be able to complete information in the system for employees to have access to these benefit changes beginning January 1, 2013.</p> <p>Mr. Brooks presented the CEO Evaluation Tool packet. Included in the packet are instructions, CEO Accomplishments for the FY 2012 – 2013, CEO Self Evaluation and CEO Evaluation. This evaluation began with 125 questions and was narrowed down to only 24. The list of CEO Accomplishments and CEO Self Evaluation will give more information to Board of Trustees and assist in the completion. CEO Evaluation can be accessed through the board portal. Evaluations should be completed and returned to Steven Brooks via email or mailed to him. In the past, the CEO was given a raise that correlates to his evaluation score. Discussion ensued over CEO raise and evaluation score correlation. It was decided that this item will be tabled until further discussion by both the Personnel Committee and Financial Committee could analyze the decision.</p>	<p>After review and discussion, a motion was made (Smith) and seconded (Lewis) to recommend this CEO evaluation be completed by each member of the Board of Trustees and turned in to Steven Brooks by November 21, 2012. CEO Evaluation packet will be available via the board portal. By a show of hands, Motion carried unanimously.</p>	<p>Lucy Muller/ Board of Trustees</p>
Other Business:			
ADJOURNMENT:	No further business was brought before the Committee for discussion.	The meeting was adjourned at 9:25 AM.	

Weldon Smith, Chairman

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