

Transition Task Force

Personnel Subcommittee

Report of 6/27/12 meeting

Members of the Transition Task Force's Personnel Subcommittee (Thea Berkhout, Jim Levine, Gary Patteson, and Jo Butler), Kathy Monzo and Carol Calquhoun, and Alice Small (liaison from Consolidation Commission) discussed the following:

- Schedule of upcoming meetings (tentative):
 - 7/11/12: Transition Task Force
 - 7/18/12: Personnel Subcommittee
 - 7/25/12: Transition Task Force
 - 7/30/12: Joint Governing Bodies meeting
- Thea Berkhout expressed a desire to make presentations on the remaining benefits recommendations (PTO/time off and Medical coverage) to the Task Force on 7/25 and all benefits to the Joint Governing Bodies on 7/30.
- The committee discussed options to be provided and/or a recommendation to the TTF on medical coverage, which would include the State Health Benefits Plan or the private coverage used by the Township for current employees and the State Health Benefits Plan (for those covered by it as employees) or the reimbursement plan for retirees. Kathy and Carol will prepare a document outlining the options, costs and pluses and minuses of each plan for the committee's review on 7/18.
- The committee also discussed options and/or a recommendation related to Paid Time Off. Jim Levine will prepare a revised graph that will include 3 options: the administrators' recommendations (vacation, sick, holidays, etc.), a PTO with the same number of days off as were included in the administrators' recommendation, and a recommendation for a new hire rate that is 10 days lower. He will provide a summary of the pluses and minuses of each plan for the committee will review them and decide which version to recommend to the TTF.
- Future tasks:
 - Review of a written policy manual once all recommendations are approved
 - Review of administrative guidelines regarding harmonizing of salaries. Kathy Monzo will prepare a report on this matter for review at the 7/18 committee meeting.

Three members of the public provided input regarding the PTO, including one individual who had changed to a PTO for her employees at a non-profit.

Prepared by Thea Berkhout, 6/28/12