

General Government Committee
November 5, 2013
Summary and Motions

Chair Steve Kay called the meeting to order at 11:06am. All Committee members were present except Lawless. Stinnett also attended as a non-voting member.

1. Approval of Summary

Motion by Myers to approve the summary. Seconded by Lane. Motion passed without dissent.

2. Qualified Adult Benefits

Gorton reviewed the material in the packet. She referenced the draft ordinance as well as the draft Chief Administrative Officer Memorandum and Policy.

Gorton thanked Administration and Legislative staff who drafted the CAO Policy.

Clarke asked how a joint liability was defined. In response Gorton stated that this would include a joint mortgage or lease. Tyler Scott referenced joint liabilities found in other Qualified Adult Benefits.

Clarke stated that the criterion was not specific enough. In response Kay stated that the intent was to make it broad.

Clarke asked about the affidavit. In response John Maxwell stated that they will verify that the criteria are met.

In response to a question from Clarke, Maxwell provided a definition of the Summary Plan Description.

Lane asked about premiums and impact to LFUCG. In response it was stated that LFUCG contributes about \$ 4700 per year per member and the employee is responsible for dependant coverage. Lane stated that this program should not financially burden LFUCG.

Akers asked about the criteria for the qualified adult not having any group health insurance. She asked if this was a requirement for married couples now. In response Maxwell said that was not a present criterion. Akers stated that the criteria was non equitable and should be removed. Maxwell concurred.

Stinnett asked about the stipulation that the qualified adult must reside with the employee for at least 12 months prior to enrollment. In response Maxwell stated that there was a reporting requirement for the employee. Maxwell also stated that the 12 month residency requirement was common.

Lawless asked for a comparison with the University of Kentucky requirement. In response Scott stated that UK includes both opposite and same sex qualified adult. He also stated that UK requires a 6 month residency with the employee. Jenifer Benningfield stated that the Best Practice was a 12 month requirement but that they identified other options as well.

Lane stated that he supported the coverage but that some of the criteria were weak. He stated that a joint utility bill should not satisfy the financial interdependent criteria.

In response Gorton stated the weakness that Lane identified was the reason that the criterion was changed to 2 conditions must be met to be eligible for qualified adult benefits.

Gorton stated that she would support removing the requirement that the qualified adult does not have any group health insurance.

Gorton stated that there will be a discussion of an audit of health benefits later.

Motion by Gorton to remove the language “does not have any group health insurance” requirement. Seconded by Akers. Motion passed without dissent.

Myers asked about the previous draft requirement that the qualified adult cannot currently be married. In response Janet Graham stated this was removed based on the opinion of the Attorney General.

Myers stated potentially a qualified adult may not have coverage with a separated spouse. In response Glenda George stated that the requirement could be re-inserted. Graham stated that she was not comfortable with the marriage language because of the Attorney General opinion.

Motion by Myers to insert language requiring the qualified adult to be unmarried. Seconded by Gorton. Motion passed on an 8-1 vote, Clarke-No).

In response to a question from Clarke, Maxwell discussed the definition of a qualifying event.

Lawless discussed her interest in changing the 12 month requirement to a shorter time period.

Motion by Gorton, second by Akers to recommend approval of the Qualified Adult Benefits, as amended passed unanimously.

3. Dependant Audit

Gorton discussed a new item the proposed health care plan audit for dependents.

Maxwell stated that he met with Benji Marrs of Benefit Insurance Marketing (BIM) to discuss the parameters of the audit to be conducted during calendar year 2014.

He stated that most organizations perform periodic audits. Maxwell recommended that all plans be included in the audit. He stated based on BIM experience between 3-4% of the dependants are found to not be eligible for the benefits. In response to a question Maxwell stated that the audit would cost between \$ 19,000- \$ 30,000. Maxwell stated that the audit would require verification of birth certificates and marriage licenses.

Myers asked about penalties. In response Maxwell stated that the penalties have not yet been finalized. Maxwell stated that he hoped the audit would take place summer/fall 2014.

Maxwell discussed the cost of the audit, and the issuance of a Request for Proposals (RFP). In response to a question from Myers, Maxwell stated that all employees would not be required to submit proof of dependants, such as birth certificates and marriage licenses. Maxwell stated that that type of information is required for qualifying events but not during open enrollment.

Motion by Gorton, second by Akers to authorize the audit on employee dependants passed unanimously.

4. Procedure for Underwriting or Sponsoring Parks

Roger Daman highlighted the changes to the policy since the last meeting.

Gorton asked about donor signage. She stated that parks should not be cluttered with corporate signage. In response Benningfield stated that the Administration is drafting language to address that issue.

Lane stated that current sponsoring rates should be posted and revised as needed.

Lawless stated that the policy needs to be flexible to take advantages of various opportunities.

Scutchfield discussed the maintenance of parks and land that has not been deeded to the City.

Myers discussed the role of the Council and the need to be consistent and fair. He discussed the differences between gifts and contracts for services.

Myers requested a change to the policy. He stated that the present draft includes the phrase "the Division of Parks and Recreation retains...." Myers asked that it be amended to state "The Lexington Fayette Urban County Government retains the right to accept or deny any donations."

Geoff Reed discussed the need for consistency but also the need for flexibility. He stated that the endowment needs to be expanded and more resources need to be earmarked to improve the parks system.

Lane suggested that LFUCG auction naming rights to various assets.

In response to a question from Gorton, Reed will provide information about other facility usage agreements not just baseball and softball agreements.

5. Building Security

Jamshid Baradaran discussed potential building security options for the Government Center campus. He discussed eliminating entry points, the use of metal detectors, and use of access cards to limit access.

Janet Graham responded to questions about weapons in the building. She stated that LFUCG is prohibited from limiting open carry weapons by KRS 65.870. She stated that LFUCG can and does restrict concealed and carry weapons into the buildings.

In response to a question from Gorton, Baradaran recommended that LFUCG move to a single point of entry and every visitor should be subject to metal detectors. He indicated that this could be accomplished without Council action as it's an operational change.

Kay asked about access to the loading dock area. Kay discussed the security measures as an illusion of security but didn't provide the public with sufficient security.

Myers stated that the Council and Administration have a responsibility to the public to take these actions.

Lawless discussed lobbying the General Assembly about regulation of weapons in a public building.

6. Items in Committee

Motion by Gorton, second by Clarke to remove the Qualified Adult Benefits item from the General Government referral list passed unanimously.

The meeting adjourned at 3:08 PM.

