



Advocates for a better workplace.

Group I: Tim Burgess
Group IV: Steve Royle
Group VII: Randy Creller
Group X: Eileen Yates

Group II: Ron Kuley
Group V: Elizabeth Schreffler
Group VIII: David Newhall
Group XI: Vicki Kammerude

Group III:
Group VI: Dalal Hasan Hamad
Group IX: Dwight Greear

Meeting Date: October 20, 2016 (rev)

| | | | | |
|-----------------------|-------------------|-----------------|------------------|---------------|
| In Attendance: | Randy Creller | Vicki Kammerude | Steve Royle | David Newhall |
| | Tim Burgess | Ron Kuley | Libby Schreffler | |
| | Dalal Hasan Hamad | Dwight Greear | Eileen Yates | |

Personnel Committee: Meets quarterly, next meeting in January. Dalal volunteered to represent the EAC

Benefit Plans: Randy developed a spreadsheet for a visual comparison of the estimated average costs associated with each medical plan. Open season ends on Friday, October 28th

Monthly Meeting with the County Executive and HR Director:

- Co-pay health plans require a higher subsidy with a gradual decline in the amount subsidized due to overall costs; trend across the country is to end the co-pay
- Fairfax County saves money by being a self-insured employer and bidding out for administrative duties only
- Next bidding/budget decision on medical benefits: Administrative expires 12/21/2018; Kaiser expires 12/2019.
- Differences in the amounts or percentage subsidized by the county in comparison to the school board's subsidy toward their respective retirees chosen benefit plans will differ substantially with general county retirees' receiving a larger portion of the cost for medical benefits covered by a subsidy plus a supplemental amount per retiree while school board retirees' rates are subsidized only.

The cost per plan that is paid by the two county divisions, general and schools, differ by group professions; fire and rescue/uniformed employees' typical medical needs differ from those of classroom teachers and administrators.

HR/Cathy Spage:

- **Question:** Can a supervisor change an employee's time off for training and/or can the employee refuse to attend training if that training is scheduled during time off?

Employees in paid status can be required to attend training classes related to their job/position regardless of when those classes are held; an employee's assigned day off or assigned weekend off can be changed for paid training.

Employees assigned to training that is paid for or provided by a grant must attend that training as scheduled.

- **Question:** Approval for an employee to use earned annual leave or to use FMLA for several weeks for trips out of the country varies by department or supervisor. What is the policy?

There is no county-wide policy. It is therefore basically at the discretion of the agency director.

County Executive/ Ed Long:

- Budget lines are in flux while waiting for the results of the election on November 8th. Passing, or failure to pass, the meals tax on the ballot will have an impact
- Legislative outcomes can change the budget direction

EAC Schedule:

EAC will meet November 3, 10, 17

EAC Fall Bazaar November 18

Meeting adjourned 11:10

Revision: 11.3.2016 bk