

SB 2124 Transition Team Notes – 08/27/2019

HR is getting individual questions from county employees – answering those individually – not on the FAQ

- Specific questions employees have about their specific benefits they are eligible for only in that county
- Post what impacts all – not the individual county benefit questions

Questions:

1. Will county employees TRANSFER into the zones, or will they be considered “new” employees? Handling of years of service.
 - a) DHS to ask PERS this question in writing and to request written response.
 - b) In the past if someone transferred from county to state or vice versa – not a new employee
2. How much time does an employee need to work to qualify for full health insurance benefits?
 - a) Counties will have to individually reach out to their health insurance provider of the host county they will be going to see what their plan includes and defines as a requirement for full health insurance
 - b) HR will identify a PERS contact for all counties on PERS
 - c) Long term look at having the same requirement across the board – bigger lift than just the state
 - d) Email county directors regarding benefits, years of services, PERS, etc.
 - e) Someone from PERS joining the transition team
3. Handling of sick leave transfers and limits in the host county
 - a) Administrative Code always trumps county policies
 - b) Unlimited sick leave is transferred - would advise any county to accept the unlimited sick leave – include the admin code citation
4. The current state guidelines lay out how annual leave is accrued by employees each year they are in the system. What if the host county is different than the state policy?
 - a) Only a few counties don't follow admin rule, and in those that don't, employees earn more leave than the state
 - b) Moving to a host county that offers what the state requires would result in changes
 - c) HR will follow up
 - d) Other discussion about keeping people “whole”
 - e) Don't want a transition plan for benefits - have to be an employee of the host county on 1/1/2020
5. Once a host county is identified, will the Zone be allowed to change the host county?
 - a) Yes, they would have to do an amendment to their current plan
 - b) State has to review and approve

Website Changes:

- Added a “Last Updated DATE” at the top of the web page to flag people when content is revised
- Added the dates of transition team meetings
- Added the generic email inbox to the site

HR Update:

- 188 vacancies
- Amy will prepare it and send to Laural and she will compare
- Zone Operations – Have not posted yet

Pilots:

- LTC – Staffing meeting on Friday
- Childcare Licensors – Getting requests for salary increases
- QA/QC Position – SFN 50 / Percentage of time

Fiscal Update:

- Vehicle purchase question if a vehicle is up for replacement County commissioners continue to make decisions about property until 1/1/2020.
- Legal and Fiscal to review.

Legal Update:

- No agreements have been received yet.
- Agassiz Valley Social Services District has completed and will send to Legal to review.
 - Meetings with commission, auditor and state's attorney are scheduled next week

Other:

- Continue having four county directors bring questions from other directors to the transition team to respond
- Answers to questions will be posted on the FAQs once final.
- Zones must follow DHS policies as it relates to HR – possibly publish them to the website