*City of Greenbelt, Maryland*

***GREENBELT CITYLINK***

 **WORK SESSION OF THE GREENBELT CITY COUNCIL** held Wednesday, August 30, 2006, for the purpose of meeting to discuss personnel matters.

Mayor Davis started the meeting at 8:08p.m. It was held in the Senior Classroom of the Community Center.

**PRESENT WERE:** Councilmembers Konrad E. Herling, Leta M. Mach, Edward V.J. Putens, Rodney M. Roberts and Mayor Judith F. Davis.

**STAFF PRESENT WERE**: Michael P. McLaughlin, City Manager; Jeff Williams, City Treasurer; and David E. Moran, Assistant City Manager. Other City employees present were: Tom Kemp, Antoinette Conrad, Karl Skaggs, John Rogers, Carl Schinner, Luis Gonzales, Craig Rich, Dan O’Neil and Bill Phelan

**ALSO PRESENT WERE:** Beverly Dziduch and Bill Orleans

Retiree Prescription Coverage

Mr. McLaughlin began by summarizing the history of the City’s switch to a separate, self-funded prescription drug plan. He noted that the City’s experience had been positive. Mr. McLaughlin stated that switching to a separate prescription plan revealed data indicating retiree usage of the prescription drug plan was considerably higher (and more costly) than use by current employees.

Mr. McLaughlin noted that in March 2006, during the budget process, staff had proposed raising the retiree payment to $115 and creating a two-tier prescription drug plan.

Mayor Davis noted that when she reached age 65, she had to enroll in Medicare and then could maintain health insurance as a supplemental program. She suggested the City look at this policy. She stated she was not in favor of increasing the payment for retirees since they are often the least able to afford it.

Mr. Putens agreed that he did not want to place this added cost burden on retirees.

Ms. Mach noted that current employees may feel that the lack of a two-tier approach is unfair to them and indicated that she hadn’t made up her mind.

Mr. Roberts asked what this was costing the City and did not want to increase the payment for retirees unless it was “breaking” the City.

Mr. Herling stated that retirees also are likely to need insurance programs the most and was not in favor of a two tier plan.

Mayor Davis noted that a majority of Council did not favor establishing a two tier prescription program, but that Council might consider it in the future. She also asked staff to consider a policy regarding employee eligibility for Medicare.

Overtime

Mr. McLaughlin stated that Council had asked staff to look at this issue about two years ago. He noted that the landscape regarding collective bargaining had changed since the issue was first raised and that he recommended issues related specifically to Police be addressed as part of collective bargaining.

Council reviewed the overtime issues outlined in a February 23, 2006 memo from Consuella Harris, the City’s Human Resources Officer. The memorandum listed the City’s current practices, Fair Labor Standards (FSLA) requirements, comparisons to other jurisdictions and a recommendation from staff.

There was discussion of each issue raised in the memo. Several City employees present expressed concerns about the staff recommendations to change current practice.

Mr. McLaughlin stressed that this issue had been brought to Council’s attention and Council had asked staff to look into it. He indicated he was fine with Council not changing the policy.

Council expressed support for making the 40 hour change but not changing any of the other. leave/holiday provisions related to overtime.

The meeting ended at 9:35p.m.

Respectfully submitted,

David E. Moran
Assistant City Manager