

Employee Council Minutes -2/28/22

Virtual Meeting

- Chief Human Resources Officer welcomed existing and new members.
- Each member introduced themselves.
- The purpose of the Employee Council is to be used as a sounding board to provide input and ideas on various topics. It is not a decision making group.
- Representative from Lockton presented on the benefits update. Lockton has worked with DCSD for 10 years now. The District really focuses on choice for benefits. The District continues to shoulder the largest component of the cost of health insurance. The District picks up 74%; and employees pick up 26%. Employee contributions have only increased once since 2012. An RFP was released for the 21-22 SY to look at options to manage employer and employee costs going forward. They looked at short and long term options. An employee benefits survey was sent out; and 46% responded. Overall benefits satisfaction came in at 56% from the survey. In looking forward, the first option is to renew the current plans that exist. If this happens, the District would have to absorb close to 3.2 million dollars to prevent a cost impact to employees. Option 2 is to make a change. Kaiser would remain the same with no contribution changes. We would move from Cigna/Allegiance to United Health Care. We would offer a third plan called the Colorado Doctors plan (CDP). This plan provides a more narrow list of providers with much lower premiums. It reduces estimated claims by 15% to 20%. Under the CDP plan doctor visits, mental health and virtual visits are 100% covered.
- Opened it up for questions.
 - How are we getting a better product for less money? This is a narrow network. UHC partnered with some hospitals which in return has given us better discounts. If you want to keep your doctor, it is not 100% guaranteed.
 - If there is a 911 call, would the cost be covered? Yes. It would be covered in this case.
 - Is there a slide that compares Kaiser to CDP? Not specifically outlined. Kaiser benefits are outlined in the back of the presentation. It is a \$250 deductible with Kaiser.
 - Will the CDP have pre and post tax deductions?
 - At what pace does CDP add new doctors as only half my doctors are on the plan? They are constantly evaluating who is in and who is out.
 - Is this saving the District money or preventing a loss? This is to contain future costs. We are right on track for the budget next year.
 - It is important to hit home that this option gives employees in the district a viable option that checks a lot of the boxes of what employees are looking for.
 - It is important to stress to employees the uses and limitations of the HSA-especially the district dollar contribution piece.
- At the BOE meeting next week, we will be sharing trends from the system.

- The compensation proposal was then reviewed.
 - About 50% of employees are classified. We are looking at every job description, and will be revising these for July 1st. We are looking at each pay range and comparing it with neighboring districts. We are looking at making adjustments to these ranges with the budgets that we have. The overall goal is not to wait and review ranges over many years. This should be done as a regular market analysis to stay up with the times in order to better recruit and retain.
 - Trends from site feedback.
 - Update from Finance.
 - If we don't successfully achieve a bond/mill override, we can phase in the implementation. This will slow the progression of the draw on fund balance.
 - Another option is to implement fully in year one. If not successful at the ballot, may freeze pay. The BOE will vote on which option to choose on Tuesday, March 1st.
 - Our compensation director talked about work being done not just with the licensed staff, but the market data collection for 300 classified jobs. We are working to determine what can be done to correct the classified staff compensation.
 - Finance opened it up for questions:
 - We are only seeing the budgetary stuff related to salaries. Do we get a look at where the rest of the district budget is going? The salary structure is not the same as it is for licensed employees for the other groups in the district.
 - Has it already been determined when and how often we will try to achieve a bond/mill? There is a mill and bond exploratory committee. It is made up of chairs of the Fiscal Oversight Committee (FOC), District Advisory Council (DAC), and other community members. The committee is looking at the feasibility of going for a bond/mill in November of 2022. They will make a recommendation to the Board in April as to go forward or wait.
 - Is the long term goal to attract qualified employees and not just to fix past salary problems but to get us in a position to attract the best staff? Yes. This is correct.
 - By providing options B and C to compensation plan it shows we don't have confidence we will pass a bond/mill.
 - It is really hard to unite a divided community that is angry. We need a plan on how to rally the community in support of this. The community really needs to understand our revenue problems. There is a perception the district has money and is wasteful.

- Take a look at what else is on the ballot (i.e. additional tax increases) as people may be less likely to vote for a bond/mill if other tax initiatives are on the table.
 - There's a lot of support staff that don't feel valued. They feel disposable. The EAs are literally getting dumped on.
 - Administrators spend more time interviewing and trying to find people than anything else.
 - Have there been conversations regarding compensation for those of us who work additional days (counselors work 5 extra days than teachers?) Are there options, like stipends, for people with certain credentials-like counselors with an LPC? Yes, those conversations have been taking place. It is likely the stipend model that will remain in place with the new compensation structure.
- Meeting was then adjourned. The next meeting is March 28th.