

NTMC BOARD OF DIRECTORS REGULAR MEETING MINUTES

Wednesday, November 17, 2021 | 8:00am

ATTENDANCE

Board Members

Chair Dean Ueckert

Vice-Chair Richard Hayes

Board Member Don Combs

Board Member Sara Hensley - virtual

Board Member Raymond Suarez - virtual

Officers

Interim NTMC President John Hendrickson

NTMC Treasurer – Scott Lewis

NTMC Secretary – Sean T. Spell

Legal Counsel

Joseph J. Gorfida, Jr.,

Nichols, Jackson, Dillard, Haggard, & Smith

CALL TO ORDER

Chair Ueckert called the meeting order at 8:04am. Chair Ueckert, Vice-Chair Hayes and Board Member Combs attended in-person while Board Member Hensley and Board Member Suarez attended virtually.

PUBLIC COMMENT

There were no public comments during this time.

1. CONSENT AGENDA

- a. Consider approval of Minutes: NTMC Regular Board Meeting – October 27, 2021

Motion by Board Member Hensley a second by Vice Chair Hayes to approve Consent Agenda items as presented. Motion passes 5-0.

2. REGULAR AGENDA

a. Discussion of NTMC Operators and Employee Health Insurance Benefits

Presenter(s): Adam Kinyicky, Holmes Murphy

Julie Rickman, Holmes Murphy

Backup Information: Memo

Exhibit 1: Holmes Murphy Benefits Package Presentation

Mr. Kinyicky and Mrs. Rickman spoke in the length about the following items:

- United Healthcare
 - Medical Renewal
 - Vision Renewal
- DentalSelect
 - Dental Renewal
- Mutual of Omaha
 - LTD/ STD Renewal
- WEX
 - Cobra/ FSA Renewal

The overall consensus of the presentation was that the Health Insurance portion is going to increase by 13% and that all Full-time NTMC employees are eligible for the Health Benefits Plan and that NTMC will cover 100% of the employee's cost. Wellness check were brought up and will be further reviewed by Holmes Murphy. The cost effect of the Health Benefits Plan for NTMC budget was raised and shows that NTMC has the funds available to adopt this plan with its current operators and staff.

The adopted plan is as follows:

- Approve Medical plan changes with overall rate increase of 13%
- Approve Vision 14 – month contract at a rate pass
- Approve Dental plan Changes
 - Rate increase of 14.4% for the high plan
 - Rate increase of 12.3% for the low plan
- Approve increase from Mutual of Omaha Short -Term and Long – Term Disability
 - Rate increase of 29% for STD
 - Rate increase of 10% for LTD
- Approve continuation with WEX for a rate pass

Motion by Board Member Hensley a second by Board Member Suarez to approve Regular Agenda items as presented. Motion passes 5-0.

Board Member Suarez stepped away from the meeting (8:23 am)

Board Member Suarez returned (8:28 am)

- b. Discuss and Consider: Retention, Recognition and Referral Plan Recommendations

Presenter(s): RJ Garza, General Manager
John Hendrickson, Interim NTMC President

Backup Information: Memo

Exhibit 1: Retention, Recognition & Referral Plan

Board Member Suarez was excused from the Board Meeting (8:51 am)

Referring to the last board meeting. RJ Garza, General Manager reemphasized the importance of the Retention, Recognition & Referral Plan. After reviewing the NTMC survey conducted last month, NTMC believes this plan moving forward would, help ease the angsty of the employees, boost morale and retention. The overall consensus of the survey show that the employees didn't feel secure in their jobs and those that left the organization wanted stability in their job. Most employees believe in the company and want to stay. Some safety additions like cameras on all the vehicles was brought up as well. The overall cost of the plan would not increase the budget, the funds would be allocated from another area of the budget, which is in the General Managers authority. The General Manager would have to do a budget amendment which, can be done after the fact.

Motion by Board Member Hensley a second by Vice Chair Hayes to approve Consent Agenda items as presented. Motion passes 4-0.

- c. NTMC Staff Spotlight – Michael Ellis, Service Attendant

Presenter(s): RJ Garza, General Manager
Louise Francois, Assistant General Manager

Spotlight was not reviewed at this Board Meeting due to time constraints.

3. **CONVENE EXECUTIVE SESSION**

The Board did not convene into Executive Session.

4. **RECONVENE OPEN SESSION**

The Board did not convene into Executive Session; therefore, a reconvening into Open Session was not necessary.

5. **FUTURE BOARD MEETINGS & AGENDA ITEMS**

The next NTMC Board Meeting is scheduled for December 8, 2021.

6. **ADJOURN**

Board Meeting was adjourned at 9:08 am.


Dean Ueckert, Chair

Sean T. Spell
NTMC Board Secretary