



Birmingham-Jefferson County Transit Authority
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**Report to the Board
Human Relations Committee**

Wednesday, October 19, 2011

Opening: The meeting was called to order by Committee Chairman Ronald Lyas, at 9:00 a.m. in the Executive Briefing Room located at Central Station, 1735 Morris Avenue, Birmingham, Alabama 35203. There was not a quorum of members present for regular business, but discussion was allowed.

Members Present: Ronald Lyas

Members Absent: Joyce Brooks and Jack Darnall

Others Present: Debra Anderson-Burse, Robert Ballard, Martin Edwards-Clark, Mindy Falkner, Butch Ferrell, Jacquese Gary, Lawton Higgs, Sr., James O. Hill, Lee Jackson, Mark Johnson, Laura Land, Barbara Lawson, Chris Leffert, Dr. Jesse Lewis, Julie McMillan, Andre Petties, Charles Ridley, Guin Robinson, and Terri Sharpley.

Items for Information and/or Discussion:

Administrative Appeal Policy

Aaron Dettling of Balch & Bingham, LLP proposed that the BJCTA eliminate the last step of its appeal process for administrative employees. The last step allowed an employee who has been disciplined to appeal to a private, external arbitrator who reviewed the case and made a decision. The last step involved costs in attorney fees, arbitrator fees and other costs relating to personnel appeal hearings. The last step also delegated the final decision to a person who was not accountable to the board. Mr. Dettling advised the board to eliminate the last step of appeals provided for under current policy and to let the process end with the review by the executive director.

Mr. Lyas suggested that this recommendation be incorporated in the board packet and agenda for the full board's consideration.

Health Benefits Report

Mark Johnson, owner of Creative Benefits Solution, presented an executive summary of his review of BJCTA benefits. Topics covered in the summary were medical plans administered by Blue Cross and Blue Shield of Alabama, dental, basic life insurance, group disability, and actions that would reduce benefit cost increases. He presented graphic charts that compared BJCTA administrative employee benefits with those of its contract workers.

Mr. Johnson also gave recommendations for improvements. He cautioned that there was a Patient Protection Act implemented in recent health care reform. If the BJCTA

should start making significant changes to its plan as a way to shift costs, there were steps to take in order to remain in compliance with federal law.

Adjournment: The meeting was adjourned.

Minutes submitted by: Barbara Lawson, Executive Administrative Assistant

Date: _____

Approved by: _____
Ronald Lyas, Committee Chairman