

THE MARYLAND-NATIONAL CAPITAL PARK AND PLANNING COMMISSION

6611 Kenilworth Avenue • Riverdale, Maryland 20737

Commission Meeting  
Open Session Minutes  
April 20, 2016

The Maryland-National Capital Park and Planning Commission met on April 20, 2016, in the Parks and Recreation Auditorium.

PRESENT

Montgomery County Commissioners

Casey Anderson, Chair  
Norman Dreyfuss  
Amy Presley (arrived at 10:00 am; left 11:00 am)

Prince George’s County Commissioners

Elizabeth M. Hewlett, Vice-Chair  
Dorothy Bailey  
A. Shuanise Washington (left at 10:57 a.m.)

ABSENT

Marye Wells-Harley  
Natali Fani-Gonzalez

Manuel Geraldo  
John Shoaff

Chair Anderson convened the meeting at 9:36 a.m. As the Montgomery County side of the Commission did not have a quorum, agenda items that did not require a vote were heard first. Agenda items requiring a vote were ratified upon Commissioner Presley’s arrival.

ITEM 1 APPROVAL OF COMMISSION AGENDA

A motion was made to accept the Commission Agenda with amendments identified by the Executive Director to add “vote” for items 5a and 5b.

ACTION: Motion Washington  
Seconded by Hewlett  
6 approved the motion (as ratified by Commissioner Presley upon her arrival)

ITEM 2 APPROVAL OF COMMISSION MINUTES

Open and Closed Session – March 16, 2016

ACTION: Motion of Hewlett  
Seconded Washington  
6 approved the motion (as ratified by Commissioner Presley upon her arrival)

ITEM 3 GENERAL ANNOUNCEMENTS

Chair Anderson made the following announcements:

- a) Upcoming National Fitness Month/Days. The days will be communicated to employees through the usual channels.
- b) Upcoming Asian-Pacific American Heritage Month (May)

- c) Upcoming National Mental and Substance Use Disorders Prevention Week (May) – Chair Anderson stressed the importance of substance abuse awareness and support for families and in the workplace.
- d) The Commissioners wished Executive Director Barney a Happy Birthday.

ITEM 4 COMMITTEE/BOARD REPORTS – (For Information Only)

- a) Minutes – Executive Committee Meeting – April 6, 2016
- b) Minutes – Regular Board of Trustees Meeting – March 1, 2016

ITEM 5 ACTION AND PRESENTATION ITEMS

- a) Appointment of Sheila Morgan-Johnson as the Prince George’s County Public Member to the Board of Trustees for the term ending June 30, 2017 (A. Rose)

ACTION: Motion of Hewlett  
 Second by Washington  
 6 approved the motion (as ratified by Commissioner Presley upon her arrival)

- b) Acknowledge Alicia Hart as the Prince George’s County Open Trust to the Board of Trustees for the term ending June 30, 2018 (A. Rose)

ACTION: Motion of Hewlett  
 Second by Washington  
 6 approved the motion (as ratified by Commissioner Presley upon her arrival)

- c) Consumer Driven Health Plan Presentation (CDHP) (AON/Spencer/McDonald)

Health and Benefits Manager Jennifer McDonald, explained that many employers, public and private, are looking at CDHP, also known as “high deductible” health plans as an option for employers to achieve cost savings. She indicated that the option was being presented as the agency attempts to mitigate the impending Cadillac Tax. This tax is scheduled to go into effect in June 2020. Ms. McDonald stated employers are looking for strategies that will allow them to continue to offer a comprehensive and affordable benefits package, while mitigating the effect of the tax. Ms. McDonald introduced AON Hewitt Consulting Vice-President Kathleen McAuliffe, and Assistant Vice-President Meggan Ballard, who reviewed the CDHP presentation as contained in item 5c of the packet.

Ms. McAuliffe provided an overview of CDHP, and reviewed an example of a CDHP design, which utilized employer and employee contributions that could then be used to cover deductibles and other costs. Ms. McAuliffe explained that the plan design encourages employees to be more conscious about making choices that will reduce health care expenses. She explained that the design encourages employees to become more actively involved in managing health care by giving employees a financial stake in lowering their health care costs through the use of a high deductible plan coupled with an account based medical plan.

The Commissioners communicated the presentation did not provide sufficient information on the need to move to the CDHP, or the impact of the Cadillac Tax, its structure and triggers. The Commissioners specifically requested more data on employers who have used CDHPs versus other incentives used to reduce costs.

Chair Anderson and Vice-Chair Hewlett indicated they did not find the presentation persuasive in explaining cost savings from the new design versus savings that can be achieved in current plans. Chair Anderson suggested that consideration be given on cost savings measures within existing plans and that AON provide data from this review.

He suggested consideration including changes in co-pays, greater distinction in benefits for in-network and out-of-network doctors, and other managed care approaches. Vice-Chair Hewlett stated she was concerned with the high deductible plan design as this may be challenging for many employees.

Executive Director Barney helped clarify the Cadillac Tax which will be implemented in 2020 under the mandates of the Affordable Care Act. She explained businesses will have to reduce costs on medical programs, because if the programs are too generous, they will be subject to the Tax. The CDHP is one cost savings option that is being considered by employers. Based on the Commissioners' input, staff will continue to look into other cost savings measures. Neither Montgomery County nor Prince George's County governments have implemented the CDHP at this time.

The Commissioners asked that in future presentations, information be provided on industry trends (public and private sector), and the types of options companies are moving towards. The Commissioners' questions and comments will be considered as the time approaches to make design changes. Ms. McDonald has a meeting next week with AON to discuss designing options so the M-NCPPC will have a basic option, a modern option, and a high option.

ACTION: Motion of Washington to move to closed section at 10:36 a.m. to discuss collective bargaining.  
Second by Bailey  
6 approved the motion

Pursuant to Section 3-305 (b)(7) and (b)(9) of the General Provisions Article of the Annotated Code of Maryland, a closed session is proposed to consult with counsel to obtain legal advice, and to conduct collective bargaining negotiations or consider matters that relate to the negotiations.

At 10:50 a.m., the open session reconvened to ratify the votes, hear the Personnel Management Review (PMR), and the Literacy and Language Proficiency Program Briefing.

#### RATIFICATION OF VOTES

- Item 1: Approval of Commission Agenda
- Items 2a/2b: Approval of Commission Open and Closed Session Minutes – March 16, 2016
- Item 5a: Appointment of Sheila Morgan-Johnson as the Prince George's County Public Member to the Board of Trustees for the term ending June 30, 2017
- Item 5b: Acknowledge Alicia Hart as the Prince George's County Open Trustee to the Board of Trustees for the term ending June 30, 2018

ACTION: Vice-Chair Hewlett motioned to ratify the votes  
Seconded by Washington  
6 approved the motion

- 5d) Personnel Management Review (PMR) FY15 Summary Report (Spencer/King/Peoples)  
Human Resources Director William Spencer introduced Classification and Compensation Manager Boni King and Senior Human Resources Specialist Derrick Peoples, who prepared the annual Personnel Management Review (PMR) Summary for FY2015. Mr. Peoples presented the report stating that the PMR provides selected trends and highlights regarding the Commission's workforce to include employee demographics, turnover, recruitment fill times, hires and promotions, as well as pay grade and salary information, among other related items.

Commissioners stated that use of the term "disparity" may be perceived as implying discrimination when that was not the intended use in the report. The report was presenting improvement related to differences in average salaries.

- e) Literacy and Language Proficiency Program Briefing (Bennett)

Corporate Policy and Management Operations Chief Anju Bennett introduced Literacy Program Manager Shelley Gaylord and Senior Management Analyst Lisa Dupree, and thanked them for their contributions to the research and design of the Literacy and Language Proficiency Program.

Chief Anju Bennett provided background on the development of the program crediting support from the Commissioners and Department Heads. Ms. Bennett explained the Program builds upon the success of earlier literacy instruction, with enhancements for a sustainable program that meets operational and employee needs. The M-NCPPC partnered with the Montgomery County Literacy Council as it specializes in workforce training and meets all operational concerns identified by the agency. The Program which was launched in fall, offers four courses for native English speakers and individuals who speak English as a second language.

The program has been very well received, with higher than expected interest. Ms. Bennett credited the support from supervisors, and the robust marketing of the program. She thanked Commissioners, Directors, CPMO staff, and field managers who spoke at the forums to share information and encourage participation. Thirty-nine students are presently enrolled in the program.

The Program will be assessed at the conclusion of the fall/spring term to ensure that it remains successful. A midpoint survey and classroom observations have already taken place to ensure instruction is effective for current participants. Ms. Bennett reviewed feedback provided by employees, indicating that employees are pleased with the program and are highly motivated. Some feedback resulted in positive changes to the program.

A graduation ceremony will be held after the Commission meeting in June.

Commissioners thanked the team for implementing the program. The Executive Director Barney thanked the team for an excellent job.

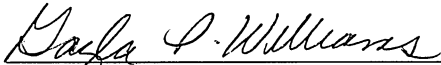
## ITEM 6 OPEN SESSION – OFFICERS' REPORTS

- a) Executive Director

Employees' Evaluations Not Completed by Due Date – (March 2016) (For Information Only)

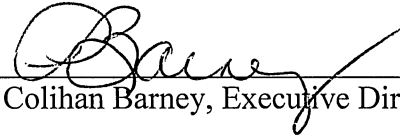
- b) Secretary-Treasurer
  - 1) Enterprise Resource Planning (ERP) Briefing (For Information Only)
  - 2) Investment Report (March 2016)
- c) General Counsel
  - 1) Litigation Report – (March 2016) (For Information Only)
  - 2) Legislative Update

There being no further business to discuss, the meeting adjourned at 11:35 a.m.



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Gayla P. Williams, Senior Management Analyst/  
Senior Technical Writer



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Patricia Colihan Barney, Executive Director