

Minutes
Meeting of the Personnel Committee
Louisiana Insurance Guaranty Association

September 27, 2018

The meeting of the LIGA Personnel Committee was held on September 27, 2018, at 9:00 a.m., at the Louisiana Insurance Guaranty Association, located at 2142 Quail Run, Baton Rouge, Louisiana 70808. The meeting was publicly noticed in accordance with the Open Meetings Law.

Members present constituting a quorum:

Denis Husers (Committee Chairperson)
William D. Hughs, III
Noel J. Bunol, IV

Appointee of the Commissioner of Insurance
Appointee of the Speaker of the House
Gulf States Insurance Company, LAFAC Representative

Board Members Present:

Michael T. Gray (Board Chairperson)
Tom McCormick

The Gray Insurance Company
LAMMICO

Others Present:

John Wells
Stephanie Laborde

Executive Director, LIGA
LIGA General Counsel, Milling Benson Woodward, LLP

Call to Order by the acting Chairperson of the LIGA Personnel Committee

Mr. Husers called the meeting to order at 9:05 a.m.

Quorum

Mr. Husers then confirmed there was a quorum present.

Approval of November 30, 2017, Personnel Committee Minutes

A motion was made by Mr. Hughs and seconded by Mr. Husers to approve the Minutes of the November 30, 2017, Personnel Committee minutes. Objections were called for. There being none, a vote was taken, and the motion carried.

Update on Staff, Compensation and Benefits

Mr. Wells provided an update on staffing and payroll.

Mr. Wells updated the committee on staffing. He informed them LIGA moved one temporary employee, Wanda Poche, to the permanent staff following Marshall Townsend's resignation. Mr. Townsend was recently offered a position to manage a Worker's Compensation unit for a TPA. He added that Cissy Wilson, a temporary adjuster was laid off this week. The lone temporary left was Brigitte Kleinpeter. Mr. Wells stated although they had planned on Ms. Kleinpeter's departure, he stated there would be a chance they would hire her. She worked the reception desk and was an asset to LIGA especially given that there were some health issues affecting the front staff.

Mr. Wells also reported the Operations Manager position remained vacant. The committee had briefly discussed filling that position in the previous year but deferred as claim counts were low. Future activity may warrant filling the position.

Mr. Wells also reported the cost of benefits would be rising and he would reflect that increase in the budget at the next board meeting. The increase was due to more employees electing coverage than in the past.

Mr. Husers questioned how the salaries of the LIGA employees compared with salaries of others in the industry. The committee discussed a compensation survey that was conducted 4-5 years ago. Mr. Wells stated management has relied on that survey as well as one from the guaranty fund community in determining annual merit and cost of living raises. Mr. Hughs discussed having a personnel committee meeting prior to the November board meeting to discuss compensation going into 2019. Mr. Husers added he thought it was important to stay competitive.

Old Business

Mr. Husers stated the committee had already discussed Old Business.


New Business

Mr. Husers announced their next meeting would be prior to the November board meeting; November 29, 2018.

Adjournment

A motion was made by Mr. Hughs and seconded by Mr. Husers to adjourn the meeting. Objections were called for. There being none, a vote was taken, and the motion carried.

The meeting was adjourned at 9:14 a.m.


Denis Husers, Committee Chairperson

These Minutes were written by Lacey Anderson, Administrative Assistant, LIGA, from a recording on the FTS Reporter.