

## **Personnel Committee Report to ILYM 2011 Annual Session**

Twice during the year staff have inquired about the previously stated possibility of purchasing health insurance via FGC but it turned out to not to be feasible for the following reasons:

- 1) only employees working at least half time are eligible (thus 2 of 3 were not eligible).
- 2) to participate, yearly meeting would have to pay 80% of the cost prorated to the percent of time (e.g., 80% of 1/3rd time x cost).
- 3) the employee would need to pay the remainder (e.g., 20% of 1/3rd + 100% of 2/3rd=73%).
- 4) the cost in 2009 would have been 688.53/mo for individual to 2,289.05/mo for family and was more than the take home pay.

In sum, this does not appear to be a realistic alternative.

Confusion about the above issue led Ministry and Advancement (M&A) to request a short fact sheet on what our current expectations/benefits/personnel procedures are. This information can be provided to prospective candidates for field secretary and made available via the website. Personnel Committee agrees and will proceed to draft such a sheet in consultation with Finance committee and the Treasurers. We will make it available to M&A right away as an interim document in support of its search for a new field secretary and then submit it to Fall Continuing Committee for formal approval.

Several other issues have come up in the past month including whether Personnel Committee would develop a minute regarding ILYM policies on compensation (raises, donated time, mileage) and the Federal government's requirement for employers to obtain proof of an employee's right to work in the U.S. The latter would require ILYM to complete an I-9 form (see <http://usimmigration.visapro.com/I-9-Form-Compliance.asp>) to document that we have confirmed the employee's right to work in the US and made copies of the appropriate documents. While common, in the past this has raised questions of conscience and calls for a mindful decision. The Personnel Committee intends to survey other yearly meetings and wider Quaker organizations to determine their practices regarding these personnel issues, discern recommendations for ILYM and report back at Fall Continuing Committee. Janice Domanik has agreed to brief us on recent developments on I-9 based on a recent survey. Input from others is welcome.

Respectfully submitted,

**Personnel Committee:** Angie Reeks (for Ministry and Advancement, 2011), Beth Schobernd (at large, 2011), Roxy Jacobs (at large, 2012), Roger Laughlin (for finance, 2012), Dawn Rubbert (for Administrative Coordinator Oversight Committee, 2012), Mike Dennis (for Youth Oversight & Clerk, 2013), Valerie Lester (at large, 2013).