



TOWNtalk

A newsletter for Town of Chapel Hill employees

August 5, 2009

Special Edition

www.townofchapelhill.org

Budget Update for the New Fiscal Year

from Town Manager Roger L. Stancil

Dear Fellow Employees:

The new fiscal year has begun. We sent all employees a Special Edition of TOWNtalk dated May 9, 2009, outlining the parts of the 2009-10 Budget that directly affect you. The Council subsequently adopted the Recommended Budget and much of that information applies. This Special Edition is intended to officially clarify for you how the new Budget affects you.

No Pay Increases

There are no pay increases for employees in this year's budget. There will be no change in paychecks this year as a result of a cost of living increase. There are also no layoffs, no pay cuts, and no furloughs. We have not had to employ the strategies that many other local governments have had to use.

You still do not have to pay anything for your individual health insurance, but if you have dependent coverage, you will see a cost increase of 17 percent. It will be effective in the August 7 weekly paychecks and the August 14 biweekly paychecks. In the May 9 Special Edition, I was wrong when I said that increase would be effective in September.

Workers' Compensation Changes

If you get hurt on the job, there are changes in our Workers' Compensation Program. These changes will affect different people different ways. More detailed information will be coming to you soon from your department head and the Human Resource Development staff about the specific changes in the program. There are several important things you can do for yourself:

If you get hurt on the job:

- Report your injury immediately to your supervisor, so we can get you help and work with you on how this affects your paycheck.
- Save your sick leave and other leave to help cover any difference in pay as a result of receiving workers compensation. Maintaining a sick leave balance is important for all employees. Of course, use sick leave as needed.

- Work with your supervisor, your department head and the Town's Occupational Health and Safety Officer in Human Resource Development to help you get back to work in a job you can do. This will put you back on the regular payroll and help you address paycheck issues.

Retiree Health Insurance Proposal

We are working on changes to retiree health insurance for employees who come to work for the Town after a date certain in the future. This change does not affect anyone currently working for the Town.

Employee Health Insurance Task Force

I am establishing a task force of 24 employees who will work with me to understand the healthcare and health insurance environment today. They will help me keep all employees informed about the changes we see and develop recommendations for the Council to consider regarding our health insurance and how we address the escalating costs of healthcare. I talked about that committee in the May 9 Special Edition of TOWNtalk. The Task Force will begin its work in late August.

I hope the financial damage to the Town caused by the recession is nearing an end. The sooner the State adopts a budget, the sooner we will know if their actions affect us. I appreciate your understanding and help in addressing our budget challenges.