



**WJFF Radio Catskill Board of Trustees
Meeting Minutes of the Personnel Committee**

July 17th, 2025 at 6:00pm

Meeting Location (Online Meeting)

Approved on: 8/11/2025

Committee Members Present: Jeff Barnes, Amy Brightfield, Tanya Kalivas

Other Board Members Present: Katie Childs

Staff Present: None

Members of the Public Present: None

A quorum being present, Jeff Barnes called the meeting to order at 6:02pm

Jeff led the discussion, setting the context that WJFF Radio Catskill needs to reduce the cost of its Health Insurance plan offerings to its employees. Katie Childs is attending this meeting to provide the full financial context.

Jeff raised two documents that were sent to all Committee members before the meeting:
MVP Health insurance increase

- Proposal WJFF Radio Effective 08-01-2025

Jeff explained that because MVP Health Care – the current plan provider – is increasing next year's health insurance premiums by over 20%, the Finance Committee has strongly recommended we move to a more affordable plan, with employees contributing to the new plan. The General Manager requested and received Health Insurance policy quotes effective August 1, 2025 from JustWorks, a company that provides HR services to small organizations.

Katie Childs shared a spreadsheet showing the cost of each of the health plans, factoring varying levels of contributions by WJFF and employees. She explained that certain plans in the Proposal at certain coverage levels and factoring the need to join JustWorks' Payroll solution would meet WJFF budget goals. The Committee then reviewed the details of each of the proposed plans, noting the pros and cons of each.

The group agreed that the United Healthcare Bronze, Silver and Gold PPO plans seem best suited to WJFF employee and WJFF's financial needs.

Jeff then recommended the Personnel Committee meet in one week on July 24, 2025 to approve: 1) Changing the health plan from MVP to JustWorks, effective ASAP; 2) Proposing the United Healthcare PPO Bronze, Silver, and Gold health plans as our employee plan offerings; 3) Proposing WJFF fund the plan at: 83% for the Bronze plan; 77% of the Silver plan; 66% of the Gold plan

Meeting adjourned at 5:59 pm

Submitted by Jeff Barnes