

PERSONNEL COMMITTEE MEETING

November 5, 2008 – 2:30 p.m.

PRESENT: Chairman Peck; Supervisors Daly, A. Johnson, Richardson, Wood; David Wickerham, Co. Administrator; Bill Baker, Jack Kalinkewicz, Personnel; Sue Lent, Self-Insurance; Ann Marie French, The Saratogian

Chairman Peck called the meeting to order.

On a motion by Mr. Wood, seconded by Mr. Richardson, the minutes of the meeting of September 3rd were approved unanimously.

Mrs. Lent reviewed the Self-Insurance Pool Report for the period 1/1/08 through 10/31/08 and she did a comparison for the same time period last year: Cases for the month down by 14; cases for the year down by 37; expenses through September up \$302,443; October expenses up by \$36,730; year to date expenses up by \$339,164. She said they have used 68% so far, and they are doing pretty good.

On a motion by Chairman Peck, seconded by Mr. Wood, the meeting adjourned to executive session to discuss contract negotiations.

On a motion by Mr. Johnson, seconded by Mr. Richardson, the meeting returned to open session.

Mr. Johnson moved to authorize a 3-year labor relations agreement with Girvin and Ferlazzo, PC for the term 1/1/09 through 12/31/11 at an annual cost of \$10,000 plus \$185/hr. Ms. Daly seconded. Unanimous.

Mr. Kalinkewicz said in early 2008, the State Comptroller's Office sent a team of auditors here to look at our health insurance plan to recommend improvement and/or changes to maximize our dollars. A draft of the findings of that audit was distributed to each Committee member. He stated everything they would recommend we were already doing. They were happy with what we had in place, he stated. It worked out pretty well for us in terms of what we should be looking at to improve, he added. He said in December, we will bring in the premium rates and request renewal of our contract with Blue Shield of Northeastern New York. He mentioned the County has been with them for about 20 years. Mr. Baker stated every three years, we go out to bid for health insurance.

Mr. Kalinkewicz said 9% is what we are projecting for an increase in 2009. Our consultants are working with BSNENY to get that rate down, he said. Over the last year and during contract negotiations with all of the units, we reduced the number of programs we offer down to a total of 5. We increased the deductibles under the Traditional plan and co-pays under the Point of Service plan, he said. We endeavored very strongly and aggressively to get people on the same plan and page, he said. He stated our revenues will go up as expenses go down because of employee contributions. Mr. Baker stated one-half of the workforce (about 500 employees) is contributing to their health insurance. Mr. Kalinkewicz said whatever you are doing as an employee you will do into retirement, he said. He mentioned new employees cannot go into the Traditional Blue plan.

Mr. Kalinkewicz reviewed the history of the County's health insurance.

Chairman Peck said some departments thought they needed to come to this Committee regarding personnel for the budget, but all personnel requests need to go through the Law & Finance Committee. Anytime there are personnel issues throughout the year not directly related to budgeting, they will come through here, he said.

On a motion by Ms. Daly, seconded by Mr. Wood, the meeting was adjourned.

Respectfully submitted,

Elaine M. Sodemann