

Personnel and Insurance Committee Minutes
April 4, 2012 – 3:00 p.m.

Present: Chairman A. Johnson; Supervisors Grattidge, Daly, Kinowski, Collyer, M. Johnson, Southworth, Wood, Sausville; Spencer Hellwig, Administrator; Jack Kalinkewicz, Marcy McNamara, Personnel; Ken Grey, Lorraine Emerick, Marshall and Sterling; Ryan Moore, Mgmt. Analyst; League of Women Voters; Dick Carusone, Resident.

Chairman A. Johnson called the meeting to order and welcomed all in attendance.

On a motion made by Ms. Daly, seconded by Mr. Collyer the minutes of the March 7, 2012 meeting were approved unanimously.

Mr. Kalinkewicz said there have been a number of past worker's comp claims that have negatively impacted the budget, but the cases for the month were down. He said the actuary report that was done for 2011 will be available next month along with the report for the third party administrator renewal.

Mr. Kalinkewicz said the excess liability contract is for excess liability for product, which means that we can be sued along with the particular participant for an accident that involves some product that the participant was using at the time and ended up suing that particular company for a product defect. The premium is high and there are only three companies in the county that do this kind of insurance. The county is still below premiums they experienced as far back as 2009, but there is approximately a \$110 increase in the premium this year over last year. Mr. Kalinkewicz said he has discussed the need for this type of insurance with the NYS Self Insurance Association and the third party administrator. He said he would discuss with Sedgewick next year, if the contract is renewed, the option of them carrying this kind of insurance for the county. Mr. Kalinkewicz said in the interim he is recommending that the county continue to have this type of coverage for this kind of liability.

A motion was made by Mr. Grattidge, seconded by Ms. Daly to approve the right to contract for excess liability insurance at a cost not to exceed the premium that has been quoted and subject to the approval of the county attorney.

The expiration on the current contract is April 15, 2012.

Mr. Hellwig said the suit is filed against the equipment, and if they lose and want to payout the claim, this would give the county coverage when they come back to recover that loss from us.

The committee reviewed the Managerial Evaluations form and the following recommendations were made.

Ms. Daly requested that Fiscal Responsibility be added to appendix "B" along with Strengths and Weakness.

Mr. Collyer said he would like to have it made clear that Mr. Hellwig has the ability to assign Mr. Moore with sharing the duty of reviewing some of the department heads.

Mr. Kinowski suggested changing the wording from Weakness to Needs to improve and the committee agreed.

A motion was made by Mrs. Johnson, seconded by Mr. Collyer to approve amending the policy and procedures manual regarding managerial evaluations as stated above. Unanimous.

Mr. Grey said Marshall and Sterling gave the opportunity based on directions from the county for seven brokers to participate in the process for the county General Liability Insurance narrowing it down to four that were considered capable.

Ms. Emerick said currently the county does not have coverage for Cyber. Mr. Johnson suggested that the option of Cyber coverage be forwarded to the Technology Committee for consideration

A motion was made by Mr. Grattidge, seconded by Mr. Kinowski to approve the renewal of Cool Insuring Agency as the provider of the County General Liability Insurance for a total cost of \$830,057.58, and to amend the budget in the amount of \$140,141.00. Unanimous.

Mr. Johnson said that Benetech is still working on putting together other Blue Shield plans as well as CDPHP and MVP. They will be coming back to the subcommittee with some recommendations as to what may fit with the county with some lower cost plans. One of the recommendations may be to not take a plan that is already in place, but model our own plan that would then go out to bid this summer. He said another charge of the committee was to look at those who currently do not contribute to the plan and he has asked Mr. Kalinkewicz to put together a list of those employees who are currently not contributing along with their salaries and length of service.

Mr. Johnson said last year the committee recommended to the Board about changing the funding mechanism for health insurance. The county went to an administrative only contract with Blue Shield and Self Insurance for claims. He said to date the county has paid out \$2.2 million in claims plus an administration fee of approximately \$340,000, expending approximately \$2.5 million for the year. Had we stayed with the premium plan we would have spent \$6 million, he said.

On a motion made by Ms. Daly, seconded by Mrs. Johnson the meeting was adjourned. Unanimously.

Respectfully submitted,
Chris Sansom