

Personnel and Insurance Committee Minutes
May 2, 2012 – 3:00 p.m.

Present: Chairman A. Johnson; Supervisors Daly, Peck, Kinowski, Collyer, Wood, Sausville and Southworth; Ryan Moore, Mgmt. Analyst; Brian O'Connor, Auditor; Bob Hartman, Marcy McNamara, Jack Kalinkewicz, Personnel; George Martin, Treasurer; Press.

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 April 4, 2012 meeting were approved unanimously.

Mr. Kalinkewicz said excess expenses continue to be carried since the beginning of the year. The county overall is down approximately \$25,000 from the previous year. Where expenses are really occurring are in the towns where they are up approximately \$70,000 from last year, the ambulance districts are up approximately \$25,000, and the cities are up approximately \$200,000. Mr. Kalinkewicz said he is expecting approximately \$250,000 in reimbursements, tempering some of the increase. He said many of these are settlements of old cases and some of them have been significant.

Mr. Kalinkewicz said Sedgwick will be at the next committee meeting to go over the involvement they have had and what they have been doing in the past year with the claims that they do have. The document will give an idea of their contractual agreement with the county with respect to maintaining a 50% level of savings in medical bills.

Mr. Johnson said when the county contracted with the third party administrator it was for a 15 month contract where they projected that they would provide 50% in savings. This contract with Sedgwick expires the end of June.

Mrs. McNamara said there was an **administrative assistant** that left the Sewer District and that position will be **reclassified as a Senior Confidential Secretary** for a savings to the county of \$8,587.

Mrs. McNamara said the county is obligated to uphold a law for judicial raises of 27%, because judges have not received a raise in 13 years. This also will affect the District Attorney because in the law it states that he has to make as much as the Supreme Court County Judge, she said. On April 1, 2012 the **District Attorney received a \$3,350 increase in pay to continue through April 1, 2014**. There is a truancy officer that is not being filled, so the funds will come out of that budget, she said.

A motion was made by Mr. Peck, seconded by Mr. Kinowski to approve changes to the Comp Plan as described above. Unanimous.

Mr. Johnson said the Health Insurance subcommittee met last week to continue on with the objective of dealing with healthcare issues. He said they asked Benetech to look at alternative Health Insurance plans in an attempt to save the county money. They presented a couple of options to the subcommittee and the one they are recommending is a modification of the existing PPO. The savings will be in deductibles and higher copays. The projected savings on the recommended plan is 25% of what has been paid out in claims. Looking at the benefit levels that we will be offering, it is anticipated that the claim savings will amount to their projected 25%. The payments that were made out in claims are almost \$4.5 million, he said.

Mr. Johnson said they requested that the consultants, based on input from the subcommittee, outline the benefit levels and what we would be looking at when going to bid. The subcommittee will meet with them before the next meeting, and in June they will be looking to receive approval from the full committee on the plans and also to authorize going out to bid.

Ms. Daly said they have tried to stay as close to the plan and benefit level as possible, while moving it into a plan that is much more reasonable.

Mr. Johnson said they are looking to get two plans, one for new employees, and one to get all existing employees into one plan. He said they would report next month to the committee on the recommended plans.

Mr. Johnson said the subcommittee requested that the Personnel Department gather data on those employees that currently don't contribute with information including salary and longevity, which will be a factor in what the contribution level will be.

Mr. Johnson said Benetech has begun an eligibility audit, which was part of the contract. He said the results will not be available for another couple of months.

Vacancy review handouts were distributed to committee members for their review.

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

Respectfully submitted,
Chris Sansom