

Personnel and Insurance
June 13, 2012 – 2:45 p.m.

Present: Chairman A. Johnson; Supervisors Grattidge, Daly, Peck, Kinowski, Collyer, M. Johnson, Rowland, Sausville, Wright, Southworth, Wood and Raymond; Spencer Hellwig, Administrator; George Martin, Treasurer; Karen Levison, Public Health; Brian O’Conor, Auditor; Robert Christopher, Social Services; Jack Kalinkewicz, Robert Hartman, Marcy McNamara, Personnel; Ryan Moore, Mgmt. Analyst; Gordon Breslev, Lisa McDonald, Sedgwick; Girvin and Ferlazzo; League of Women Voters.

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

On a motion made by Mr. Collyer, seconded by Mr. Kinowski the minutes of the May 2, 2012 meeting were approved unanimously.

Mr. Kalinkewicz gave a brief overview of the monthly Self Insurance Report stating that the cases overall were down, and the expenses are up based on a monthly trend with a lot of settlements that have taken place. He said year to date reimbursements that are coming in are approximately \$40,000, and another \$100,000 is due in approximately one month.

Mr. Johnson introduced Mr. Breslev and Ms. McDonald from Sedgwick, the county’s third party administrator, stating that their contract will expire at the end of May.

Mr. Breslev gave a brief overview of accomplishments that were made in the last year and a vision for the future. He said they have consistency and familiarity with the program and are coming to understand how the county works. There is a medical management process in place, and their commitment was to achieve 50% savings to the county, and they were able to exceed that. Systems implementation has been completed, and on an ongoing basis they are looking to enhance those systems overall in order to do a better job at monitoring what is going on with the program and being more strategic in their approach to see how they can save the county money from a Self Insurance standpoint. Mr. Breslev said they have seen some very positive effects in the trends overall and they believe that will continue moving forward.

Mr. Breslev said the target for the performance guarantee for last year was to achieve 50%. The overall total for medical bills was \$335,000 and what was paid was \$164,000 exceeding all commitments.

Mr. Breslev said for 2012 they will be looking to change the program from the existing claims system to a different claims system presenting improvements in the ability to provide additional data doing different types of analyses and gathering different information on a go forward basis. He said from a managed care basis, they would like to explore moving to a different managed care system to improve the goals of last year and offering more opportunity to identify more trends within the individual programs.

Mr. Kalinkewicz said he has been in conversation with the County Administrator to consider a two year contract at a total cost per year of \$260,940. Mr. Hellwig said, based on the expiring contract, this would represent approximately a 5% decrease in the annual cost.

A motion was made by Mr. Peck, seconded by Mrs. Johnson to approve a two year contract with Sedgwick, as the County's third party administrator, at a cost of \$260,940 per year. Unanimous.

Mr. Johnson said the contract with Girvin and Ferlazzo expired the end of 2011. Mr. Kalinkewicz distributed a handout of the changes to the proposed three year contract with Girvin & Ferlazzo, which included the following:

- Retainer of \$10,000/yr. – changing to an hourly rate if the PBA unit goes to interest Arbitration during its respective contract negotiations
- Hourly rate: 2012 not to exceed \$185/hr.
2013 not to exceed \$190/hr.
2014 not to exceed \$195/hr.

When CSL Section 75 hearing officers are required on behalf of the County and approve by the County, Girvin & Ferlazzo will pay such hearing officers as needed not to exceed \$20,000 with hourly rates and billing approved by Saratoga County.

A motion was made by Mr. Grattidge, seconded by Ms. Daly to approve a three year contract with Girvin & Ferlazzo at an annual cost of \$10,000 plus an hourly charge of \$185 for 2012, \$190 for 2013, and \$195 for 2014. Unanimous.

Ms. Levison said Public Health has experienced a shortage of RN staffing and the RN applicants that are being received don't really have the experience in home care that is needed, so when they are brought in it requires a six to nine month orientation. Discussions have taken place to address how things can be reorganized in order to utilize the current staff. She said currently it is very difficult to carry out the mission for long term care and home care when trying to maintain DSS contracts. She said when all of this started between Public Health and DSS it all made a great deal of sense because back then billing Medicaid was simple. Currently the cost for a nurse visit is approximately \$200 for each visit and Public Health is receiving 50% of those costs back, compared to the Department of Social Services 62%. Ms. Levison said the proposal is to eliminate three registered professional nurse positions under Public Health Nursing and create three registered professional nurse positions under Social Services effective July 1, 2012.

A motion was made by Mr. Grattidge, seconded by Mr. Collyer to amend the PH/DSS Compensation Plan, eliminating three Professional Nurse positions in Public Health and creating three Professional Nurse positions in the Department of Social Services beginning July 1, 2012. Unanimous.

Mr. Johnson said there was one appointment made through the Vacancy Review committee of a Temporary Leisure Time Activity Helper at Maplewood Manor for 14 weeks at a cost of \$9.80/hr.

Mr. Johnson requested a motion to move into Executive Session for the purpose of Contract Negotiations regarding healthcare.

A motion was made by Mr. Peck, seconded by Mrs. Johnson to move into Executive Session for the purpose of Contract Negotiations for Healthcare. Unanimous.

A motion was made by Mr. Grattidge, seconded by Mr. Kinowski to return to Regular Session. Unanimous.

No action was taken.

On a motion made by Mrs. Johnson, seconded by Mr. Collyer the meeting was adjourned.

Respectfully submitted,
Chris Sansom