

Personnel and Insurance Committee Minutes
September 9, 2015 - 3:00 p.m.

Present: Chairman Daly; Supervisors Grattidge, Johnson, Lucia, Wright, Wood, Martin, Lent and Lewza; Spencer Hellwig, Administrator; Brian O'Connor, Auditor; Diane Brown, Wendy Tennant, Marcy McNamara, Personnel; Oscar Schreiber, Public Defender; Patrick Malleolo, Marshall & Sterling; Press.

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

On a motion made by Mr. Grattidge, seconded by Mr. Lucia the minutes of the August 12, 2015 meeting were approved unanimously.

Mrs. McNamara distributed the monthly Self Insurance Report to all committee members stating that the new cases for the month were up by 8 bringing the total cases to 22.

Ms. Daly said for the committee's information a resolution will be forthcoming to proclaim October 18th - 24th as Freedom from Workplace Bullies Week.

Ms. Daly requested approval of a renewal agreement with Marshall and Sterling, Inc. for the county's health insurance.

Mr. Hellwig said that the consultant agreement with Marshall and Sterling expired in August. The rate was \$60,000/yr. The renewed agreement will increase to \$63,000/yr. effective January 1, 2016. The rate will be in place for the years 2016, 2017 and 2018. The county will continue throughout the remainder of this year at \$60,000. Mr. Hellwig said the service from Marshall and Sterling has been exceptional.

A motion was made by Mr. Wright, seconded by Mr. Lucia to approve a renewal agreement with Marshall and Sterling, Inc. to provide consulting services for the County's Health Insurance. Unanimous.

Mr. Malleola gave a brief summary of the Medical and Prescription contract for currently employed personnel and those retirees who are not currently on Medicare. Mr. Malleola said as a result of the RFP, Blue Shield of Northeastern New York presented the best overall solution for benefits for 2016. He said the components that went into that had to do with the least amount of disruption to employees, familiarity with the service, working with the county auditor's office for paying the bills and reconciling the expenses every month. The quote that was submitted is \$77,048 less than the current premium being paid for 2015. He said the service provided will be better for the same or lower cost.

Mr. Malleola said the Health Insurance plan for retirees is currently with United Healthcare, and as a result of the RFP MVP came in with a very lucrative bid to duplicate the coverage that the

county currently has in place and actually reduce the cost. The county had been faced with a 4% increase with United Healthcare and the results from MVP will be a 5.7% decrease in costs with the same benefits.

Mr. Malleolo said the Dental Insurance will move from a self-insured Blue Shield Plan to a fully insured Metlife Plan. He said Metlife is one of the top two dental carriers in the country. The coverage that is currently in place will be slightly better with 100% coverage for preventive care; coverage will be for children up to the age of 26, even if they are not a student. Since the plan will be fully insured the price will be slightly less than the projected cost of the self-insured plan.

Mr. Malleolo said for those who would like to enhance their coverage to cover major services such as caps and crowns and services that are not currently covered, for \$23 per month more an employee can buy that coverage, with no extra cost to the county. The coverage will be 80/20, with 80 percent of the procedure covered and 20 percent out of pocket.

Ms. Daly said that retirees will have the opportunity to get dental insurance at their expense, which is currently not offered to them. The county will not incur any administrative costs for those retirees who decide to go into the program with Met Life.

A motion was made by Mr. Grattidge, seconded by Mr. Lucia to approve the Medical and Prescription insurance contract with Blue Shield of Northeastern New York effective January 1, 2016 including aggregate stop loss insurance at a cost of \$21,339,122. Unanimous.

A motion was made by Mr. Grattidge, seconded by Mr. Johnson to approve a fully insured dental health insurance contract with MetLife effective January 1, 2016 for county employees, and the approval of a voluntary dental plan for county retirees at a cost of \$492,307. Unanimous.

A motion was made by Mr. Johnson, seconded by Mr. Lucia authorizing an agreement with MVP Health Insurance Company to provide coverage under Medicare Advantage Plan for retirees that are enrolled in Medicare at a cost of \$2,133,689 effective January 1, 2016. Unanimous.

On a motion made by Mr. Lucia, seconded by Mr. Wright the meeting moved into Executive Session for the purpose of Employment of Personnel. Unanimous.

On a motion made by Mr. Wright, seconded by Mr. Lucia the meeting reopened to regular session. Unanimous.

Ms. Daly requested a resolution appointing Daniel W. Rourke as Executive Director of the Saratoga County Sewer District at a base salary level 21. She said Mr. Rourke has a bachelor's degree in civil engineering. His experience includes work with the NYS Thruway Authority and Delaware Engineering.

A motion was made by Mr. Wright, seconded by Mr. Lucia to recommend Daniel W. Rourke to be appointed as Executive Director of the Saratoga County Sewer District at the base level salary of a grade 21. Unanimous.

Ms. Daly requested a resolution to appoint Jason C. Hayes as the Director of the Saratoga County Animal Shelter at a base level salary of a grade 15, effective September 25, 2015. She said Mr. Hayes holds a bachelor's degree and a master's degree from NYU. His work experience includes working at the Mohawk Hudson Human Society, beginning there as a volunteer manager in 2012. In 2014 he was promoted and has worked as an operations manager at the Mohawk Hudson Human Society and elevated staff morale through a series of procedural changes, focusing on accountability, enrichment opportunity and managerial transparency.

A motion was made by Mr. Johnson, seconded by Mr. Lucia to approve a resolution appointing Mr. Jason C. Hayes to the position of Director of the Saratoga County Animal Shelter at a base level salary of a grade 15, effective September 15, 2015. Unanimous.

Ms. Daly said through all the work that has been done by the Personnel Department and the resignation of the Animal Shelter Director, the time spent by the Personnel Director, Marcy McNamara, the Deputy Director, Diane Brown, and Safety Officer, Bob Hartman who have spent countless hours at the Animal Shelter reviewing processes and procedures, it was the direction of the Director of Personnel to ask for the creation of a Deputy Director of the Animal Shelter.

Ms. Daly said currently the qualifications for Deputy Director of the Saratoga County Animal Shelter position are being written by the Director of Personnel. The qualifications will be reviewed by the Personnel Committee and Civil Service. Once that is done the position will then be posted. In an effort to improve the management operations at the Animal Shelter, in addition to hiring the recommended director, it was recommended that the two senior aid positions be replaced with a Deputy Director, so there is always a backup to the Director.

A motion was made by Mr. Grattidge, seconded by Mr. Lucia to amend the compensation schedule to change the position title of Animal Shelter Supervisor to Animal Shelter Director and create the position of Deputy Animal Shelter Director at a Grade 12, base salary of \$53,559. Unanimous.

Ms. Daly requested approval to appoint Karen D. Nigro as the Saratoga County Conflict Defender.

A motion was made by Mr. Grattidge, seconded by Mr. Lucia to approve the appointment of Karen D. Nigro as the Saratoga County Conflict Defender. Unanimous.

Mrs. McNamara distributed a copy of the Vacancy Review committee items for discussion.

Ms. Daly said the Vacancy Review committee will be meeting on Tuesday, September 15th at 3:30p.m.

On a motion made by Mr. Wright, seconded by Mr. Johnson the meeting was adjourned unanimously.

Respectfully submitted,
Chris Sansom