

## PERSONNEL COMMITTEE MEETING

**May 6, 2009 – 2:30 p.m.**

PRESENT: Chairman Wood; Supervisors Hargrave, Lucia, Peck, Richardson, Rowland; David Wickerham, Co. Administrator; Jack Kalinkewicz, Personnel; Sue Lent, Self-Insurance; Frances Mantel, League of Women Voters

Chairman Wood called the meeting to order.

Mr. Lucia moved to approve the minutes of the March 4<sup>th</sup> meeting. Mr. Richardson seconded. Unanimous.

Mrs. Lent distributed copies of the Self-Insurance Pool Report for the period 1/1/09 through 4/30/09 and the report for the same period in 2008 for comparison. She said cases for the month are up by 7; cases for the year are up by 32; expenses through March are up by \$37,593; April expenses are down by \$2,247; year-to-date expenses are up by \$35,346.

Mrs. Lent said they are having more surgeries than they have ever seen, and expenses will be going up.

Chairman Wood said in January, we approved a request from Wilton and Clifton Park/Halfmoon for their clerical and management persons to become members of our Self-Insurance Pool. We said we would entertain individual requests as they came in, he said. Mrs. Lent said they received a request from Community Emergency Corps. of Ballston Spa for 5 employees - - 4 part-time and one individual who is handicapped and works two hours per week. She said they are recommending that they be accepted, as they are having difficulty getting coverage. **Mr. Peck moved to authorize acceptance of these 5 individuals of CEC into the Self-Insurance Pool. Mr. Rowland seconded. Unanimous. (Committee approval only).**

Chairman Wood said about every two to three years, we go out and look at possible providers for our County health insurance to see what the best rates and coverages are. Mr. Kalinkewicz stated this is a cycle they do. We want to do everything we can to modify or monitor our costs because we only have one carrier, he said. He said this RFP will go out in August, and the bids must be specific to the health insurance program we have in tact. He stated there are negotiations coming up later this year, and modifications to the health insurance program are certainly on the table. He said he will keep the Committee updated as to what is going on. We have consultants to help us with that who will analyze and report back to us what the best options to the County are at that point, he said.

Chairman Wood stated our current consultant is BeneTech, and they have been with us for three years and are paid on an hourly rate. He said we can continue the process with them or likewise readvertise an RFP to see if there are other firms that perform that service at a better rate. He said their rate will continue at \$125/hr. if we continue with BeneTech. Mr. Kalinkewicz said they have no complaints with BeneTech's service. **Mr. Peck moved to recommend continuing with BeneTech. Mr. Lucia seconded. Unanimous.**

Mr. Hargrave moved to adjourn to executive session for the purpose of discussing personnel. Mr. Richardson seconded. Unanimous.

On a motion by Mr. Hargrave, seconded by Mr. Rowland, the meeting returned to open session.

On a motion by Mr. Hargrave, seconded by Mr. Rowland, the meeting was adjourned.

Respectfully submitted,

Elaine M. Sodemann