

PERSONNEL COMMITTEE MEETING

December 2, 2009 – 2:30 p.m.

PRESENT: Chairman Wood; Supervisors Hargrave, Lucia, Peck, Richardson; Barrett; David Wickerham, Co. Administrator; Jack Kalinkewicz, Marcy McNamara, Personnel; Sue Lent, Self-Insurance; Kyle Wessels, Benetech

Chairman Wood called the meeting to order.

Mr. Richardson moved to approve the minutes of the meetings of November 4, 12, and 17, 2009. Mr. Lucia seconded. Unanimous.

Mrs. Lent distributed copies of the Self-Insurance Pool Report for the period 1/1/09 to 11/30/09 and for the same time period last year for comparison. She stated cases for the month are up by 11; cases for the year up by 56; expenses through October up by \$290,329; expenses through November up by \$15,047; expenses for the year up by \$305,376.

Chairman Wood said back in August and September, we contracted with Benetech, and we put an RFP out, and Benetech will be giving us a recommendation.

Mr. Wessels distributed copies Benetech's Medical, Prescription Drug and Dental RFP – Findings and Recommendations. He stated their goal is, on an annual basis, to obtain the best deal out there on the market. He said in late summer/early September, they started to get projections in from Blue Shield, a formal RFP was put out, and 24 various vendors were invited in. He said some companies can administer all three benefits, and some to just pieces. He stated in 2006, they did this, and 11 companies bid on some line of business. This year, we only had five. He said some do not have the contracts filed that the County has in place because no one writes the indemnity plan anymore. Some did not supply the information we requested, he said. He said Blue Shield of Northeastern NY supplied the bid, and they are the incumbent. He said on the surface, renewing with Blue Shield is the County's best buy (\$22.4 million). We feel you are getting a fair deal from BSNENY, he added.

In discussing the Dental portion, Mr. Wessels said you are so big and have been with Blue Shield for so long, you are fully credible. Other dental bidders didn't give us much to chew on, he said. Another recommendation would be to self-fund the plan. Chairman Wood asked if there would be more of a work load if we self-funded the dental portion. Mr. Kalinkewicz said certainly with the billing, but we would accommodate that. Mr. Richardson said personally, he would rather have the insurance company handle it.

Mr. Richardson moved to approve renewing the County's health insurance policy with Blue Shield of Northeastern NY for Medical, Prescription Drug and Dental. Mr. Hargrave seconded. Unanimous.

Chairman Wood stated the County has two Coroners – John DiMartino and Tom Salvadore. John has a medical issue and will not be available to provide services for an unknown period of time, and Tom has scheduled a vacation in January, he said. We need to create a temporary deputy position to fill this void. Mr. Kalinkewicz stated it is tough to determine how long John will be unavailable, and a Deputy Coroner is the legal way to go. Mr. Wickerham said we will need to put a number on that as well. After a brief discussion, **Mr. Richardson moved to authorize amending the Compensation Plan to create a Deputy Coroner position to be filled by Dr. Russell Peacock at \$100/visit + mileage. Mr. Hargrave seconded. Unanimous.**

Mr. Hargrave moved to adjourn to executive session at 3:12 p.m. to discuss personnel. Mr. Richardson seconded. Unanimous.

On a motion by Mr. Peck, seconded by Mr. Hargrave, the meeting returned to open session at 3:21 p.m.

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

Respectfully submitted,

Elaine M. Sodemann