

Personnel and Insurance Committee Minutes
December 5, 2012 – 3:00 p.m.

Present: Chairman A. Johnson; Supervisors Grattidge, Daly, Peck, Kinowski, Collyer, M. Johnson, Southworth, Wood, and Sausville; Spencer Hellwig, Administrator; Brian O’Conor, Auditor; Robert Hartman, Jack Kalinkewicz, Personnel; Ryan Moore, Mgmt. Analyst; Steve Dorsey, County Attorney.

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

On a motion made by Mrs. Johnson, seconded by Mr. Grattidge the minutes of the November 7, 2012 meeting were approved unanimously.

Mr. Kalinkewicz said he anticipates \$158,000 in reimbursements from the State. He said after a review in October the county was within \$1,000 of expenses in 2011 versus 2012. A year-end report will be presented in January.

Mr. Johnson said going back several years, the county used to charge a fee for County residents to take a civil service exam; however, currently there is no fee. Mr. Kalinkewicz has proposed that the county begin again to charge for those exams to help offset costs for examination booklets and processing the applications. Handouts were distributed with regard to what other counties charge for uniform and non-uniform exams.

Mr. Kalinkewicz said as of 2011 the county is charged for every application whether the person takes the exam or not. He said in 2011 there were 310 no shows, costing the county money in booklets that were never used. He said “Uniform” years are always higher because the cost of the booklets is higher and the exam process is higher, and there are a lot of applications for those exams. Mr. Peck asked what the term “Uniform” meant. Mr. Kalinkewicz explained that was in reference to Police, Road Patrol and Corrections. Mr. Kalinkewicz said if the old resolution were reversed that provided no cost to county residents to take exams the options are to actually institute what it costs. Mr. Kalinkewicz said the current cost for the non-uniform exams is \$7.50, and \$12.50 for Uniform exams.

Mrs. Johnson said she would be in agreement with at least meeting the costs.

Mr. Kinowski made a motion to set a fee of \$10 for the non-uniform exams and \$15 for the uniform exam. Mrs. Johnson seconded the motion.

Mr. Kalinkewicz said in a uniform year when those exam marks come back there is a second part with regard to agility which incurs additional costs.

Ms. Daly made a motion to amend the prior motion to \$10 for the non-uniform exam and \$20 for the uniform exam. Mr. Grattidge seconded the motion. Unanimous.

Mr. Johnson said Benetech is currently the company that administers the county's health insurance contract, and they have been working on the eligibility audit and RFP on the different health insurance packages. He said their contract expires at the end of December and there are many things that still need to be completed. Mr. Johnson suggested that the contract be renewed on a month to month basis until the outstanding business is completed.

A motion was made by Ms. Daly, seconded by Mr. Kinowski to approve renewing the Benetech contract on a month to month basis. Unanimous.

Mr. Dorsey said in September the Board of Supervisors passed a revised standard workday resolution for any elected or appointed county officials. The New York State Retirement System reporting regulations require that the resolution be updated periodically as the employment status of elected and appointed official's changes. Due to the retirement of Robert Christopher and the appointment of Tina Potter subsequent to the adoption of this resolution, the resolution needs to be updated to reflect that Tina Potter is now the Commissioner of Social Services. Mr. Dorsey said going forward approximately every six months there should be an updated resolution.

A motion was made by Mr. Grattidge, seconded by Mr. Peck to approve a revised standard workday resolution to reflect the appointment of Tina Potter as Commissioner of Social Services. Unanimous.

A handout from the vacancy review committee was distributed to all committee members for their review. Mr. Johnson said what the committee has been doing is if there is a vacancy that the position is offered first to people who are interested that work at Maplewood Manor.

Mr. Johnson said over the past summer the Personnel Committee approved a new Health Insurance plan that it is hoped to have all county employees on. The RFP process has just been completed with regard to the current plan as well as the new plan, which is now called the PPO25 under Empire Blue Shield. A handout of the new PPO plan and premiums was distributed to all committee members for their review. Mr. Johnson said he would like to offer this plan as an option to management/confidential personnel, elected officials and with permission of the unions, to any union member that would like to opt into this plan. The committee supported offering this plan.

Mr. Johnson said work continues with regard to completing the eligibility audit with an anticipated completion by the end of the month. He said there would then be a full report provided by Benetech as a result of the audit.

Mr. Grattidge asked if it was still being looked at to have an advantage plan for Medicare seniors. Mr. Johnson said the holdup is that Benetech needs its experience data on claims from retirees before moving into that, and that information has not been received as yet. He said when it is received it will be implemented.

On a motion made by Mr. Grattidge, seconded by Mr. Kinowski the meeting was adjourned.

Respectfully submitted,
Chris Sansom