

Personnel and Insurance Committee Minutes
May 8, 2014 – 3:00 p.m.

Present: Chairman Daly; Supervisors Barrett, Grattidge, Lucia, Johnson, Wright, Sausville, Lawler and Martin; Spencer Hellwig, Administrator; Ryan Moore, Mgmt. Analyst; Jack Kalinkewicz, Marcy McNamara, Personnel; Pat Malleola, Marshall and Sterling; Jay Girvin, Girvin & Ferlazzo; Steve Dorsey, County Attorney.

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

On a motion made by Mr. Lucia, seconded by Mr. Johnson the minutes of the April 2, 2014 meeting were approved unanimously.

Mr. Girvin gave a brief overview of the CSEA Impact Bargaining MOA stating that they looked at nine other comparables from other counties in the state that had closed nursing homes, in addition with conversations with CSEA and an agreement was reached. He said there are two main components of the agreement that deal with the Health Insurance. Under the current contract, an individual has to be 55 years of age or older upon retirement to get continued health insurance. The changes would allow someone at 54 years of age and 10 or more years of service; 53 years of age and 20 years of service; or anyone who has thirty years of full time continuous service to retire with continued health insurance. With respect to the new category of those people who would not technically be eligible under the contract language of those three classes they could go out at a contribution of 85/15.

Mr. Girvin said sick leave accrual was reviewed, and it was approved that 20% of all accrued sick leave at the time of the transfer of ownership would be paid. One condition must be met, that from May 1, 2014 onward until the closing of the facility, an employee can only use one day a month of their sick time, unless they are ill and can document that through medical authorization; then that stipulation would be waived.

Mr. Girvin said it was agreed that any civil service test fees for impacted employees would be waived for one year as well.

A motion was made by Mr. Grattidge, seconded by Mr. Johnson to approve the CSEA Bargaining agreement MOA. Unanimous.

Mr. Kalinkewicz said it has come up that there are several individuals who are on the United Healthcare Plan who have now achieved a certain level of prescription drug costs that have exceeded the threshold that was setup with United Healthcare to pay in the traditional way of \$5/\$20/\$40 copays. The costs have exceeded the threshold of what United will pay before it goes into Medicare Part D. He said the remedy is that United Healthcare does provide coverage through Medicare Part D to get back to the \$5/\$20/\$40 copay that was initially designed for this population group.

Mr. Johnson said last year the county transferred all retired personnel into the Medicare Advantage Program resulting in a substantial savings. To maximize those savings, the county didn't have any people in this situation, so at that time the decision was made not to take the excess coverage premium.

Mr. Malleola from Marshall and Sterling said because of the size of the group United Healthcare is able to customize the benefit. He said the additional cost to the county would be approximately \$80,000/yr. He explained to the committee how the program would work.

A motion was made by Mr. Barrett, seconded by Mr. Wright to approve an amendment to the Medicare Advantage Prescription drug program for an additional cost of approximately \$80,000. Unanimously.

Mr. Kalinkewicz reviewed the monthly self-insurance report stating that the expenses for the year to date were up high. He said the reason for that is because, as compared to last year, the county received all their funds in April so it lowered the expenses. He said the increase that is seen today is what would be seen in a normal month, except for the fact that the county has not received their reimbursement for 2014 as yet, which is estimated to be \$150,000 to \$200,000.

Ms. Daly said last month the committee moved ahead with the appointment of Mr. McClement as Acting Veterans Director. She said she would like to move that ahead to a more permanent role and appoint Mr. McClement as Veterans Director.

Mr. Barrett said Mr. McClement has been a part of the Veterans Agency for some time, and has always done a good job.

A motion was made by Mr. Barrett, seconded by Mr. Lucia to approve the appointment of Mr. McClement as Veterans Director. Unanimous.

Ms. Daly said last year questions arose with regard to the grade level of the Veterans Director position, as compared to some other Department Heads. Ms. Daly said she would like to appoint a subcommittee to work with Personnel as the county goes into the budget cycle to review this particular grade level, as well as some others, and department requests going into next year. She requested anyone interested in being a part of the subcommittee to contact her.

On a motion made by Mr. Grattidge, seconded by Mr. Johnson the meeting adjourned to Executive Session for the purpose of Personnel. Unanimous.

A motion was made by Mr. Barrett, seconded by Mr. Johnson the meeting reopened to regular session. Unanimous.

A motion was made by Mr. Johnson, seconded by Mr. Lucia to compensate Ryan Moore a stipend of \$5,000 for the purpose of moving forward the Saratoga County Prosperity Partnership formation and following through with the implementation of the strategic plan. The funding will come from the Economic Development budget for the remainder of 2014 in order to get the partnership up and going. Unanimous.

Ms. Daly said the Director of Public Health position has been posted. The same process will be followed with the Department of Health.

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

Respectfully submitted,
Chris Sansom