

Human Resources & Insurance Committee Minutes
March 8, 2017 – 3:00 p.m.

Present: Chairman Tom Wood; Supervisors John Collyer, Art Johnson, Dan Lewza, Bill Peck, Tim Szczepaniak, Mo Wright and Chairman of the Board Ed Kinowski; Spencer Hellwig, Chad Cooke, County Administrator; Steve Dorsey, County Attorney; Marcy McNamara, Wendy Tennant, Stephanie Monaco, Human Resources; Andrew Jarosh, Lisa Masten, Treasurer; Brian O'Connor, Auditor; Veronica Calderon-Hicks, Blue Cross Blue Shield of NENY.

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

On a motion made by Mr. Lewza, seconded by Mr. Szczepaniak, the minutes of the February 8, 2017 meeting were approved unanimously.

Mrs. McNamara and Mrs. Tennant distributed copies of the workers compensation monthly report. Mrs. McNamara gave a brief overview. There were 20 new claims in February. Total paid out in February was \$226,104.18. All of the municipalities that did not call the 1-800 number were contacted by Mrs. Tennant. Wallet sized cards with the 24/7 employee injury call center contact number were previously distributed to all municipalities. If additional cards are needed, Supervisors can contact Mrs. Tennant. Mrs. McNamara said that around half of the Maplewood Manor workers compensation cases have agreed to take settlements or are following the process needed to settle.

A motion was made by Mr. Szczepaniak, seconded by Mr. Peck, to authorize a 1-year renewal contract with Capitol Indemnity Corporation in the amount of \$23,232 for Worker's Compensation liability insurance. Unanimous.

Mr. Wood said that the cost is based on the number of employees. The premium for 2015 was \$23,077 and 2014 was \$24,438.

Mr. Wood introduced Veronica Calderon-Hicks from Blue Cross Blue Shield. Ms. Calderon-Hicks gave a brief update on the impact of changes from the Affordable Care Act to the new American Health Care Act. Ms. Calderon-Hicks said that changes are happening quite rapidly and they will be back to update the County as things progress. A few key points presented in the replaced bill were market reform, tax credits, patient & state stability fund, late enrollment penalties, essential health benefits, taxes, health savings accounts and Medicaid. Ms. Calderon-Hicks said that Blue Cross Blue Shield do not foresee any disruption to the members at this point however it has not been approved yet and they expect several changes. Blue Cross Blue Shield's top priority is to make a smooth transition if anything were to change, keep the County aware first and have minimum disruption to providers. Some of the mandates that are already in place effective 1/1/2017: On the federal level; gender and age edits, gender dysphoria and aspirin covered as a preventative. On the NYS level; nutritional counseling services for anorexia and

bulimia, breast cancer mammogram screenings minimum age limit removed, substance abuse disorder – prior authorization removed for hospital admittance for the first 14 days.

If Supervisors have questions for Ms. Calderon-Hicks, questions can be sent through Mrs. McNamara.

A motion was made by Mr. Peck, seconded by Mr. Johnson, to authorize an amendment to the 2017 Saratoga County Compensation Schedule to provide for the reclassification of a Human Resources Safety and Health Coordinator to a Human Resources Manager. Unanimous.

Mrs. McNamara said that the employee in the position has recently retired. The salary will remain the same at grade 14 in the amount of \$63,305. The changes will better reflect the needs of the Human Resources Department.

On a motion made by Mr. Peck, seconded by Mr. Lewza, the meeting was adjourned to Executive Session. Unanimous.

On a motion was made by Mr. Wright, seconded by Mr. Lewza, the meeting was reopened to Regular Session. Unanimous.

No action was taken.

On a motion made by Mr. Szczepaniak, seconded by Mr. Johnson, the meeting was adjourned to Monday, March 13, 2017 at 1:30pm. Unanimous.

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board