

Human Resources & Insurance Committee Minutes
July 5, 2017 – 3:00 p.m.

Present: Chairman Tom Wood; Supervisors Alan Grattidge, Art Johnson, Bill Peck, Tom Richardson, Tim Szczepaniak, Mo Wright and Chairman of the Board Ed Kinowski; Spencer Hellwig, Chad Cooke, County Administrator; Marcy McNamara, Diane Brown, Wendy Tennant, Human Resources; D'Arcy Plummer, Lisa Masten, Treasurer.

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

On a motion made by Mr. Wright, seconded by Mr. Grattidge, the minutes of the June 7, 2017 meeting were approved unanimously.

The workers' compensation monthly report was distributed. For the month of June there were 34 new cases. Mrs. McNamara said that she and Mrs. Tennant will be meeting with the City of Saratoga Springs DPW and the Animal Shelter to discuss their claims. There were two tick bites in June. Of the 34 claims, 10 did not call the 24/7 – 1-800 number. The budget is currently at 35.8% for the year. There will be an update on the Maplewood Manor claims next month.

Mr. Wood said that it has been a year since the switch over to Corvel and they are very happy with the service provided. Mrs. McNamara said that their reports are very helpful.

A motion was made by Mr. Peck, seconded by Mr. Johnson, approval of the 2018 Workers Compensation Budget. Unanimous.

The proposed workers' compensation budget for 2018 was distributed. Mrs. McNamara said that the budget is based on each municipalities payroll, tax value and expenses. There is an 8% increase this year. The full report will be distributed to the Board of Supervisors for the 2018 tentative budget. The budget will be forwarded to each municipality toward the end of July. Mr. Wood said that a full resolution is not needed, committee approval only.

Mrs. Brown distributed a handout regarding the New York Paid Family Leave Program. Mr. Wood said that a NYS law was passed and effective January 1, 2018 all active full and part-time private sector employees must be covered for paid family leave as part of a rider on the employer's disability plan. This is not mandated for governmental agencies. If a governmental entity decided to participate they would need to opt-in to the program. The program is paid for by the employees and contributions are based on average weekly salaries. The County of Saratoga will not be participating at this time.

Mr. Wood said that the wellness committee meets monthly and has representatives from several departments in the County. The committee reviews possible activities and programs that improve the health and wellness of county employees. The walking works program has recently concluded, there were 87 registered participants of which 31 participants registered over 100 miles over the 8-week challenge. The total miles accumulated by all of the participants was

8,772 miles. The top five walkers were Kelly Cook at 401 miles, Jessica Pietrzykowski at 467 miles, Linda Whitney at 515 miles, Peter Abreu at 659 miles and Diane Brown at 710 miles.

The next walking works challenge will begin in September and will lead off the County employee family walk/run 3K program scheduled for October. Blue Shield has offered a mountain bike as a prize for the winner of this event.

Mr. Wood also reported on the Healthy Life Rewards Program. This program offers rewards to participants for purchasing healthy foods at participating grocery stores.

The My Health Program from BlueShield is an online tool to look for local gyms, discounts available and also can link Fitbit results to the walking works site. Mr. Wood said that the wellness newsletter is emailed weekly.

Mrs. McNamara distributed the vacancy review report and went over the positions that are vacant at this time.

Mr. Wood said that the Director of Finance position was advertised for the month of June, they received 27 applications of which 16 were qualified. After reviewing the applications, they have narrowed it down to 5 candidates and interviews will begin by next week. The interview committee is comprised of Spencer Hellwig, Andrew Jarosh, Marcy McNamara, Ed Kinowski and John Collyer.

Recognition of Employees:

Kerry White, Early Intervention Program Manager in Public Health, just received her Master's Degree in Social and Public Policy with an Advanced Certificate in Community Advocacy.

Stephen Bayle, Director of Probation was voted into the position of Vice President for the Council of Probation Administrators on the Board of Directors. This is a two-year term.

Pam Wright, Clerk of the Board received an award from the Hadley Luzerne Lions Club for her outstanding achievements and work with them.

Mr. Szczepaniak said that he would like to see more recognition of employees at board meetings, at least quarterly. Mr. Wood and Chairman Kinowski agreed.

Mr. Wood said that the Public Health Prevention team consists of Priscilla Wheeler, JoAnn Zornes, Erin Murray, Jamie Berardi, Renee Janack, Gwyn Kaczmarek, Cathy Clements and Elizabeth Herlihy. There was a mumps outbreak that started in April, there was also a measles case that occurred the beginning of June. The prevention team has been involved with monitoring the situations.

Mr. Wood reported that the flu shot clinic is scheduled for October 17th. The MVP health fair for retirees is scheduled for Thursday, July 20th from 10 a.m. to 1 p.m. in the board room. Flyers have been sent out to current retirees. Any employees who will be retiring within the next few months will also be invited to the event.

On a motion made by Mr. Wright, seconded by Mr. Peck, the meeting was adjourned unanimously.

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board