

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

Present: Chairman Tom Wood; Supervisors Alan Grattidge, Art Johnson, 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, Diane Brown, Michael Petta, Wendy Tennant, Meg Weiss, Human Resources; Andrew Jarosh, D’Arcy Plummer, Lisa Masten, Treasurer; Craig Hayner, County Clerk.

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

On a motion made by Mr. Szczepaniak, seconded by Mr. Grattidge, the minutes of the October 4, 2017 meeting were approved unanimously.

The monthly workers’ compensation report was distributed. Mrs. McNamara said that there were 17 claims for October 2017. Last year in October there were 26 claims. Two of the claims were tick bites in the Sheriff’s Department. Of the 17 calls, 5 did not call the 1-800 number.

Mrs. Tennant distributed a 20-page handout from CorVel highlighting their year in review. On November 1st, CorVel had a meeting with Saratoga County staff to review their program results and the handout lists some of the highlights from the meeting. Mr. Wood said that the program has been very successful. CorVel officially took over July 1, 2016 so the report is a 12-month report from that date. Some of the high points of the report are as follows: Successful implementation of the 24/7 incident management workflow. 44% of the calls resulted in first aid/self-care recommendations and an estimated savings of \$130K. 75% of the first aid/self-care recommended remained first aid only and had no medical spend. They initiated the Maplewood Manor settlement project with a \$575,380 savings to date in year one, 10 cases were closed. 2017 yielded the highest claim count reduction affecting both indemnity and medical only claims. Total paid out was the lowest it has been in 4 years.

Future Goals include increasing the 24/7 utilization and expanding the settlement project. A fiscal year analysis will be created in February 2018.

Mr. Wood reminded all that the open enrollment period is from November 1 through November 30. All benefit eligible employees will complete the open enrollment form on the employee navigator portal online. Staff in the Human Resources department are available for anyone who needs help with the online portal. Blue Shield will continue as the health insurance carrier for active employees and non-Medicare retirees and MVP will continue as the Medicare advantage plan for all Medicare eligible employees and spouses. Jaeger and Flynn will be the vendor for the Flex dependent care plans.

Mr. Wood said that the County Shared Services program includes purchasing and Health Insurance, in particular health insurance for retirees over the age of 65 who are on Medicare and allowing Towns, Villages etc. to participate in the County program. Mr. Wood said that there have been a few glitches and those municipalities who wish to participate have been notified via email. Unfortunately, NY’s insurance laws are making the process unnecessarily complex and

forming a consortium in 2018 may be problematic. They will continue to have discussions with the insurance carriers and attorneys and an answer will be provided by Wednesday November 15. Mr. Szczepaniak said that he receiving a lot of inquiries regarding the plan. Mr. Hellwig said that they were assured by the carriers that employees will not have any changes until January 2018 and feedback by next week will allow ample time for towns to maintain what they have in place. Mr. Wright had concerns regarding the timing of when towns should decide to opt out as his town does not have another scheduled board meeting after next week until December. At this point, Mr. Wright decided for his Town to opt out and wait until the following year to participate.

Mr. Wood gave an overview of the Personnel Position requests for 2018. Mr. Wood said that a subcommittee met on three separate occasions to review requests. 17 different departments requested position amendments. The Sub Committee looked at and reviewed 51 individual requests for creations, reclassifications, salary adjustments, title changes and abolishments. The total amount requested less state and federal funding was \$1,231,795.27. The total cost of the sub-committee recommendations is \$465,300.84. The sub-committee recommendations will be forwarded to the Law & Finance Committee.

A motion was made by Mr. Szczepaniak, seconded by Mr. Wright, to appoint Christopher Schall as the Saratoga County Auditor at the base level of Salary Grade 17. Unanimous.

Mr. Wood said that Brian O’Conor moved from this position on September 22. They received 16 applications which were reviewed by the Human Resources Department. Four different candidates were interviewed on October 27. Mr. Schall has worked for the State Comptroller’s office for over ten years and is available to start at the potential appointment date of December 15. Mr. Schall was in charge of the vendor management department and is also a certified fraud examiner. Mr. Wood said that the appointment will be for the balance of the term of the current sitting Board of Supervisors and a two-year re-appointment will need to be made at the organizational meeting.

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

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

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board