

Human Resources & Insurance Committee Minutes
July 9, 2018 – 3:00 p.m.

Present: Chairman Tom Wood; Supervisors Phil Barrett, Vincent DeLucia, Alan Grattidge, Art Johnson, Dick Lucia, Mo Wright and Chairman of the Board Ed Kinowski; Spencer Hellwig, Brian O’Conor, County Administrator; Steve Dorsey, County Attorney; Marcy McNamara, Wendy Tennant, George Conway, Human Resources & Insurance; Andrew Jarosh, Treasurer; Craig Hayner, County Clerk.

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

On a motion made by Mr. DeLucia, seconded by Mr. Lucia, the minutes of the June 8, 2018 meeting were approved unanimously.

The workers compensation monthly report was distributed and Mrs. Tennant gave a brief overview. There were 15 new claims for the month of June with a total amount of \$258,449.86. 4 of the claims were report only. The total paid YTD is \$1,797,787.69 which is 32% of the budget. Of the 15 claims, 3 did not call the 24/7 number, 2 of which were true emergencies.

A motion was made by Mr. DeLucia, seconded by Mr. Lucia, committee approval of the Workers Compensation Budget. Unanimous.

Mr. Wood said that they begin working on the workers compensation budget early in order to get the figures out to all of the municipalities to aid in their budget planning. Mrs. Tennant distributed a spreadsheet detailing the proposed 2019 workers compensation premium. The budget and charges for the municipalities are based in part on the municipalities payroll, assessed property valuation and what expenses have been incurred by the municipality. This year the increase is 3%. Last year the increase was 8%. Reasons for the increase include experience premium increase and medical expense increases due to changes in the fee schedule. Mrs. Tennant said that the Workers Compensation Board has estimated a 5% increase on medical costs as of October. The total estimated budget is \$5.5M.

Mrs. Tennant said that they are hoping to increase the reserve fund with any unspent funds. Based on an actuarial study, it is recommended that the fund should have a balance of \$24M, currently the balance in the fund is \$8M.

A motion was made by Mr. Wright, seconded by Mr. DeLucia, to authorize a contract with Jaeger and Flynn Associates in the amount of \$38,400 for health insurance consulting services. Unanimous.

Mr. Wood said that the work will need to be completed by October for Health Insurance Provider approval by the Board of Supervisors.

A motion was made by Mr. Grattidge, seconded by Mr. Johnson, to support the decision of the Human Resources Department to require copies of union membership cards as an affirmative statement in order to deduct union dues from payroll. Unanimous.

Mr. Wood said that the Supreme Court Ruling on Janus V. AFCME will have an effect on not only the County but on municipalities across the state. Steps need to be taken to update the County's payroll records and orientation process. Mrs. McNamara and Mr. Conway have been working on this process.

Mrs. McNamara said that when the decision came down, the law was interpreted and it was decided that the County needed to update payroll files to ensure proper authorizations to comply with dues deductions. Mrs. McNamara reached out to Council 82, Corrections and CSEA unions. Council 82 has agreed and has sent all the cards they had on file to the Human Resource Department, any cards they do not have, they will follow up and provide. The Corrections Unit provided signed authorization for each member. CSEA provided a list of names only. Saratoga County payroll records did not have all cards on file. Mrs. McNamara said that Human Resources staff went through all of the 625 personnel files of CSEA Members and obtained copies of cards that were already on file and provided this list to the CSEA. This list reflects approximately 3% of current CSEA members. State CSEA officials were hesitant to provide enrollment cards to Saratoga County and said that Saratoga County is the only entity in the state that is requiring written authorization. The local president of CSEA and the Human Resources office worked collectively to update the Saratoga County's payroll file. Mrs. McNamara said that she has emails from members indicating that do not want the County to deduct union fees from their paychecks. Mr. Grattidge said that his understanding from the ruling is that the union reps need to provide affirmative cards as of the date of the ruling. Mr. Conway said that it's currently being debated and it's not clear at this point if they need an opt in or an opt out. Saratoga County would like to have documentation on file that employees consent with dues being taken out, and a copy of their membership application would cover this requirement.

Mrs. McNamara said that CSEA had indicated they would be contacting supervisors individually and possibly protesting outside the County office building prior to the Agenda meeting on July 11. Mrs. McNamara said that she has agreed to help Mr. Brackett obtain the signatures.

Mr. Barrett expressed concern over the County interpreting the law correctly. Mr. Barrett said that his municipality goes by the list provided and will direct any employee who does not want dues removed to talk to their union representative. Mr. Barrett said that he interprets the list as being the authorization needed.

Mr. Jarosh expressed concern over his office taking dues out of an employee's paycheck if the employee has indicated they do not want the dues removed. Mr. Conway said that he does not believe that a list of names is an affirmative statement from the employee to deduct from pay.

The vacancy review report was distributed and Mrs. McNamara gave an overview on the positions that are vacant at this time.

Mr. Wood said that the budget process for the County has begun. Mrs. McNamara has sent information out to all the Department heads. Any requests from Department heads for new positions, salary increases, reclassifications, restructuring and abolishment of positions need to be submitted to Human Resources by July 26. Once the requests have been received, a sub-

committee will review the requests and come back with a recommendation. The sub-committee is comprised of Mr. Wood, Mr. Johnson and Mr. Peck and will meet in August.

On a motion made by Mr. DeLucia, seconded by Mr. Lucia, the meeting was adjourned unanimously.

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board