

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

Present: Chairman Tom Wood; Supervisors Phil Barrett, Alan Grattidge, Art Johnson, Bill Peck, Mo Wright and Chairman of the Board Ed Kinowski; Spencer Hellwig, Chad Cooke, County Administrator; Steve Dorsey, County Attorney; Marcy McNamara, George Conway, Wendy Tennant, Human Resources; Andrew Jarosh, Lisa Masten, Treasurer; Press.

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

On a motion made by Mr. Grattidge, seconded by Mr. Peck, the minutes of the September 5, 2018 meeting were approved unanimously.

The workers compensation monthly report was distributed and Mrs. McNamara gave a brief overview. There were 29 new claims for September and there are currently 224 open claims. This time last year there were 251 open claims. The total payout in September was \$198,569.60. Last year at this time the payout was \$289K. They are currently at 48% of the operating budget. Of the 29 claims, 8 did not call the 1-800 number. Mrs. McNamara said that they will send an email out to participants to see if additional posters or cards are needed.

Mr. Wood gave an update on the CSEA negotiations. Mr. Wood said that five formal sessions have taken place to date. Five informal sessions have also taken place between Human Resources staff and CSEA leadership, working through details of the proposed agreement. At this point, it is hoped that a tentative agreement will be signed this afternoon. The Union will be bringing the agreement to their membership on October 24 and the agreement will come to the Board for the November meeting. Mr. Wood said that he believes the final agreement will serve both the County and the employees of the County well. This is a 5-year agreement. Mr. Johnson and Mr. Wood commended the Human Resources and County Administrators staff for all of their work during the process.

Mr. Wood gave an update on the new positions requests and changes to the compensation plan. Mr. Wood said that the sub-committee has met several times already and another three meetings have been scheduled. They are very detailed orientated in their review and they have made good progress so far. They will be completed by early November and the final recommendations will be brought to the November Law & Finance meeting.

The vacancy review report was distributed and Mrs. McNamara gave an overview on the positions that are vacant at this time. Mrs. McNamara said that they expect to get a good idea of who is retiring at the end of the year. The State notifies the County when retirement papers are filed.

Recognition of Employees:

Lauren Roberts, County Historian was recognized by the Association of Public Historians of New York State for her work in one or more public history projects and/or publications. Mrs. Roberts was the recipient of the award on October 2, 2018.

Michael Noble, IT Systems Specialist has been recognized by Dr. Michael Prezioso for his work updating the IT Platform that integrates clinical record keeping, scheduling, prescriptions and billing functions.

Members of the Disease Control and Prevention work team have been recognized by the NYS DOH. The team will be featured on the NYS DOH *Public Health Works!* website this week. The team members include Elizabeth Herlihy, Erin Murray, Priscilla Wheeler, Beth Mannarino and Jamie Berardi.

Mr. Wright reminded the committee members that the flu shot is scheduled for October 17, those interested in receiving the flu shot should sign up.

A motion was made by Mr. Wright, seconded by Mr. Peck, the meeting was adjourned to Executive Session for a discussion regarding a personnel matter. Unanimous.

A motion was made by Mr. Johnson, seconded by Mr. Peck, the meeting was reopened to Regular Session. Unanimous.

No action was taken in Executive Session.

A motion was made by Mr. Peck, seconded by Mr. Wright, to authorize an amendment to the County's Health Insurance Policy to update language associated with policy exceptions. Unanimous.

The amendment will be under section H and will include the Chairman of the Board, County Administrator, Director of Human Resources, wherein policy exceptions can be granted under unanimous consent upon such terms and conditions as they shall establish. A full copy of the policy will be presented at the Law & Finance meeting.

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

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board