

Human Resources & Insurance Committee Minutes
November 1, 2018 – 4:00 p.m.

Present: Chairman Tom Wood; Committee Members Vince DeLucia, Alan Grattidge, Art Johnson, Bill Peck, Mo Wright and Chairman of the Board Ed Kinowski; Supervisors Preston Allen, Todd Kusnierz, Jean Raymond, Mike Smith, Matt Veitch; Spencer Hellwig, Chad Cooke, Brian O’Conor County Administrator’s Office; Steve Dorsey, County Attorney; Marcy McNamara, Diane Brown, Jessica Poe, Norah Hoefler, Human Resources; Chris Schall, County Auditor; D’Arcy Plummer, Lisa Masten, Treasurer’s Office; Scott Brackett, CSEA Union Rep; Dan Sauer, Tamara Marziani CDPHP.

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

On a motion made by Mr. Grattidge, seconded by Mr. DeLucia, the minutes of the October 3, 2018 meeting were approved unanimously.

Mr. Wood said consultants spent several months reviewing the options available from a number of providers. The consultants made recommendations.

For the employee dental, there has been no change and it has been recommended for a renewal contract with MetLife in the amount of \$802,592.52 which represented a 13% increase. There are 385 people enrolled. Most of the cost of the plan is incurred by the participants themselves. There is no change in the coverage from last year with a slight improvement. Mr. Grattidge asked if there was a change in the contribution from the participants. Mrs. McNamara said it would be a \$.15 to \$.55 increase in the basic and \$1.70 to \$2.16 per pay period on the percentage of contribution made based on the tier. Mr. Peck asked if this increase was to administer or full coverage. Mr. Wood said full coverage as the County is not self-insured for dental. Mr. Peck asked if becoming self-insured for dental has been researched. Mrs. McNamara said it is the plan to look into this in 2021 as the administrative fee is between 15% to 17%.

On a motion by Mr. Grattidge, seconded by Mr. Wright unanimous approval was given for a renewal dental health insurance contract with MetLife for 2019 in the amount of \$802,592.52.

Mr. Wood said it has been recommended to renew the retirees’ health insurance with MVP for a cost of \$3,345,076.68 which is a 9% increase. There are 857 individuals on this plan and of these 807 are non-contributory. The coverage will be exactly the same, no change in benefits.

On a motion by Mr. Peck, seconded by Mr. Johnson unanimous approval was given for a renewal retiree health insurance contract with MVP for 2019 in the amount of \$3,345,076.68.

Mr. Wood said the recommendation has been made to contract with CDPHP for the employee medical and prescription insurance services including stop/loss. The cost is \$22,828,957 and the coverage is the same as was provided at a 3% increase. Blue Shield came in with a double digit increase and MVP also had a substantial increase. Many of the provisions will be equal to or exceed the current coverage. Mr. Wood said a question sometimes arises if when traveling will there be adequate coverage. The answer is yes there will be and showed a map of providers across the nation. Mr. DeLucia said, to clarify, a person who travels will be covered but what about a

person who wants to go to Boston for a specialist as opposed to going to Albany. Mrs. McNamara said employees will be able to choose. Mr. Wright asked if Saratoga CanaRx would still be available. Mrs. McNamara said it would as that is separate and added employees will have their benefit card in hand prior to the first of the year, 2019.

Mr. Wood introduced Dan Sauer and Tamara Marziani from CDPHP. Mr. Sauer addressed the Committee speaking on the coverage and the company. Mr. Grattidge asked about out-of-network providers such as when someone is traveling out of state, what is the procedure; does the employee have to call their primary care to get a referral. Mr. Sauer said there are no referrals needed as the employees will have the national network. Mr. Grattidge asked if the prices assigned for the different levels going to be any more reasonable as they are higher than the community rated plans. Mrs. McNamara said there will be a 3% increase. Mr. Peck said personnel look at the County's own historical data to set this so what is the 3% based on. Mr. Hellwig said the 3% is being proposed based on the claims history.

On a motion by Mr. DeLucia, seconded by Mr. Peck unanimous approval was given for a contract with CDPHP to administer the County's medical and prescription insurance services including stop loss insurance in the amount of \$22,828,957.

Mrs. McNamara handed out the rollout plan.

Mr. Wood said the Negotiating Committee consisted of Mr. Johnson, Mr. Wood, Mr. Hellwig, Mr. Cooke, Mrs. McNamara, Mrs. Brown and himself. Negotiations began in June and held seven formal meetings as well as three meetings between the union representatives and Human Resources. CSEA has met and ratified the proposed contract. Mr. Wood said some of the highlights of the contract are it's a five year contract 2019-2023; 2% COLA each year of the contract with 2019 costing \$766,565; for employees who complete 25 years of service they will be at the end of their matrix and will receive \$300 lump sum payment for each year of their employment following year 25; a 3rd maintenance shift for the Sewer District; new hires will receive 5 vacation day when they are first employed; incentivize employees to build their sick day banks any employee that has a minimum of 150 sick days may convert 5 sick day to 5 vacation days on his/her anniversary; use of sick time to pay for health insurance premiums after retirement. The language in the contract regarding health insurance has been revised to be more general thereby allowing the County more flexibility in their selection of carriers. The total cost of the first year of the contract will be \$1.4M which includes the COLA, plus all other changes and modifications.

On a motion by Mr. DeLucia, seconded by Mr. Johnson unanimous approval was given to ratify the 2019-2023 contract with CSEA.

Mrs. McNamara thanked the Negotiating Committee for the time spent and thought it worked tremendously well. This is the first time there has been a contract agreed upon before the terms had expired. Mr. Johnson said the credit goes to her and her staff. Mr. Brackett said it is one of the best contracts he's ever done.

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

Respectfully submitted,
Pamela Wright
Clerk of the Board