

Human Resources & Insurance Committee Minutes  
August 7, 2019 – 3:00 p.m.

Present: Chairman Tom Wood; Committee Members Alan Grattidge, Dick Lucia, Bill Peck, Matt Veitch, Mo Wright; Supervisor Tara Gaston; Spencer Hellwig, County Administrator; Steve Dorsey, County Attorney; Marcy McNamara, Adam Kinowski, Wendy Tennant, Stephanie Monaco, Human Resources; Richard Castle, Sheriff; Kimberly Young, CorVel; Karen Blackwell, Kelly Smith, MVP; Press.

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

**On a motion made by Mr. Lucia, seconded by Mr. Peck, the minutes of the July 3, 2019 meeting were approved unanimously.**

The monthly workers compensation report was distributed and Mrs. McNamara gave a brief overview. For July 2019 there were 25 new cases, of which 9 were report only. They are at 36% of the budget and the total paid for July was \$176,966.

Mr. Wood introduced Kimberly Young from Corvel who gave an overview of the 24/7 utilization. For the term January – June 2019 there were 194 claims. 34 of these were indemnity claims. Of the 194 claims, 117 came through the 24/7 call service. 42 of these calls were first aid/self-care calls, 38 went to urgent care, 26 had medical care already received, 7 went to the ER and 5 had scheduled a provider visit. Ms. Young said that ER avoidance can average \$1,000-\$1,500 per visit, 24/7 contract savings calculates at approximately \$125 per call, which calculates a conservative savings figure of approximately \$53,700 for the first 6 months, or potentially \$107,400 annually on 24/7 services alone. Ms. Young said that the utilization rate is heading in a good direction, continued follow up and reinforcement will help to raise this rate.

**A motion was made by Mr. Grattidge, seconded by Mr. Lucia, to authorize a 1-year renewal agreement with MVP for retiree health insurance coverage in the amount of \$3,512,330.51. Unanimous.**

Mr. Wood introduced Karen Blackwell from MVP who provided a handout and gave details of the renewal agreement. Ms. Blackwell said that the county has secured a 5% rate increase for 2020 and an 8% rate increase cap for 2021. Ms. Blackwell said that the County currently has a very customized Medicare advantage plan. Ms. Blackwell showed a comparison of the County Plan and two of the most popular outside market plans. One of the biggest factors that the County has is a \$400 out of pocket maximum for services. The majority of every other municipality has a \$4,000 out of pocket maximum. The County also has the same co-pay for retail vs mail order prescription drug coverage. All of the plans offered have no deductible and no donut hole or coverage gap. MVP has started utilizing programs to help offset costs for all of the Medicare groups. Using Magellan for radiology and musculoskeletal management, NaviHealth for skilled nursing and inpatient rehabilitation management, Vital Decisions for end of life care. There are also several wellness initiatives such as Zumba gold, striders etc.

There are currently 832 participants enrolled in the program. The 2019 premium is \$332.96 and 2020 premium will be \$349.65. For future cost savings, MVP has given recommendations, making

benefit changes, increasing the out of pocket maximum, promoting telemedicine and promoting attendance at wellness programs. Mr. Peck said that in 2 years they can discuss increasing out of pocket expenses when they go out to bid.

**A motion was made by Mr. Peck, seconded by Mr. Veitch, to amend the County's property and casualty insurance policies to include a provision to add insurance coverage for Unmanned Aerial Systems (Drones) in an amount not to exceed \$6,000. Unanimous.**

Mr. Castle said that the County currently has 6 drones for a total value of approximately \$35K. The coverage will have a \$1M liability and the replacement cost of the drone. The cost of the additional insurance is \$4,238 for one year of coverage.

Mr. Wood said that two policy revisions were previously sent to the committee for review by Mr. Kinowski.

**A motion was made by Mr. Grattidge, seconded by Mr. Lucia, to amend the policies and procedures manual to revise the intern policy. Unanimous.**

Mr. Wood said that the change will clarify differences between two categories of internship programs. Exploration program is unpaid and the Experience program is the paid program. Paid interns have been classified by NYS Civil Service as non-competitive and are listed in the Saratoga County Compensation Schedule as temporary employees. They are required to attend orientation as well as review and complete the same policies and procedures required by all Saratoga County employees.

**A motion was made by Mr. Peck, seconded by Mr. Wright, to amend the policies and procedures manual to add the Nursing Mothers Accommodation Policy. Unanimous.**

Mr. Wood said that this is a new policy however provisions for this have been made for some time. A form is included in the policy which would be completed and submitted by the nursing mother. Mrs. McNamara said that the policy follows the NYS form and will become part of the orientation process. Mr. Veitch expressed concern over the need for a nursing mother to fill out a form to have permission. Mr. Kinowski said that the form is a way to track the efforts to go about payroll successfully.

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 County is in the process of working on next year's budget. Budget requests will be sent out to Department heads on Friday. Mr. Wood appointed a sub-committee to work on personnel budget requests. The sub-committee will consist of Mr. Wood, Mr. Peck and Mr. Johnson.

Mrs. McNamara said that they plan to conduct interviews for the Real Property Director position toward the end of August.

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

Respectfully submitted,  
Therese Connolly  
Deputy Clerk of the Board