

Human Resources & Insurance Committee Minutes
October 2, 2019 – 3:00 p.m.

Present: Chairman Tom Wood; Committee Members Alan Grattidge, Art Johnson, Dick Lucia, Matt Veitch, Mo Wright; Chad Cooke, County Administrator; Marcy McNamara, Adam Kinowski, Human Resources. Stephen Mittler.

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

On a motion made by Mr. Wright, seconded by Mr. Veitch, the minutes of the September 4, 2019 meeting were approved unanimously.

Mrs. McNamara distributed the monthly workers' compensation report. There were 22 new claims in September for a total amount of \$221,575. The budget is currently at 46% and there are 210 open claims. Of the 22 new claims, 5 did not call the 1-800 24/7 number. Two were legitimate and Wendy reached out to the other three.

A motion was made by Mr. Lucia, seconded by Mr. Johnson, to authorize a renewal dental health insurance contract with MetLife for 2020 in the amount of \$802,592.52. Unanimous.

Mr. Wood said that this is for County employees and it is also offered voluntarily to retirees. There is a 0% increase from last year's premium. Mrs. McNamara said that it takes 3 years to gather the appropriate data to be able to project the cost of the dental plan claims. Mrs. McNamara said that the high plan covers bridges and dentures at 80%, ortho at 50% however it has a max payout of \$1,500. The low plan covers preventative and basic services at 80%. Mrs. McNamara said that she plans on putting this out to bid next year and will look into the cost of raising the max payout with the high plan. The low and high plans costs \$57.77 and \$87.02 monthly respectively. Employee contribution ranges from 5-20% depending on employment start date.

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 subcommittee for the 2020 department personnel requests consists of Mr. Wood, Mr. Johnson, Mr. Peck, Mr. Hellwig, Mrs. McNamara. They had a preliminary meeting on September 24th and have scheduled their next meeting for October 9th. It may take a 3rd meeting. Mr. Wood said that they have had requests totaling \$3.2M. Mrs. McNamara gave a brief overview of the requests. There are requests from 16 different departments for creating or reclassifying a total of 68 positions.

Mr. Wood said that PBA Negotiations have a meeting scheduled for October 3rd.

Mr. Wood said that flu shot clinics will be held on October 15th. Clinics will be held at the Animal Shelter, Services Building, Mental Health Building and Building #1 at 40 McMaster Street. Mr. Wood said that the shots are provided at no cost to full time employees and encouraged all to consider signing up for the shot.

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

Respectfully submitted,
Therese Connolly
Deputy Clerk of the Board