

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: PERSONNEL & HIGHER EDUCATION

DATE: JULY 1, 2019

COMMITTEE MEMBERS PRESENT:

SUPERVISORS GERAGHTY
FRASIER
MCDEVITT
LEGGETT
SIMPSON
HYDE
DIAMOND
LOEB
MERLINO
SOKOL

OTHERS PRESENT:

JACKIE FIGUEROA, COUNTY HUMAN RESOURCES DIRECTOR
PATRICIA NENNINGER, PERSONNEL OFFICER
REPRESENTING JAEGER & FLYNN ASSOCIATES, INC.:
KURT JAEGER, EXECUTIVE VICE PRESIDENT & CHIEF MARKETING
DIRECTOR MATT SCHUETTE, AGENCY PARTNER
RONALD CONOVER, CHAIRMAN OF THE BOARD
RYAN MOORE, COUNTY ADMINISTRATOR
MARY ELIZABETH KISSANE, COUNTY ATTORNEY
AMANDA ALLEN, CLERK OF THE BOARD
FRANK THOMAS, BUDGET OFFICER
SUPERVISORS BEATY
DRISCOLL
STROUGH
KEVIN HAJOS, SUPERINTENDENT OF PUBLIC WORKS
MIKE SWAN, COUNTY TREASURER
DON LEHMAN, *THE POST STAR*
SARAH MCLENITHAN, DEPUTY CLERK OF THE BOARD

COMMITTEE MEMBER ABSENT:

SUPERVISOR BRAYMER

Please note, the following contains a summarization of the July 1, 2019 meeting of the Personnel & Higher Education Committee; the meeting in its entirety can be viewed on the Warren County website using the following link: <http://www.warrencountyny.gov/gov/comm/Archive/2019/personnel/>

Supervisor Geraghty called the meeting of the Personnel & Higher Education Committee to order at 10:00 a.m.

Motion was made by Mr. Loeb, seconded by Mrs. Frasier and carried unanimously to approve the minutes of the previous Committee meeting, subject to correction by the Clerk of the Board.

Copies of the meeting Agenda were distributed to the Committee members and a copy of same is on file with the meeting minutes.

Commencing with the Agenda review, Mr. Geraghty advised that no one was present from SUNY Adirondack to provide an update. Moving on, Mr. Geraghty stated Items 2A-B pertained to the following:

2A) *Human Resources-* Review of report on tracking of vacancies filled. *Report provided for informational purposes.*

Mr. Leggett questioned who was responsible for compiling the information for the report and Jackie Figueroa, *County Human Resources Director*, responded that her office managed this task.

2B) *Human Resources-* A brief update from Jaeger & Flynn Associates regarding County benefits.

Privilege of the floor was extended to Matt Schuette, *Agency Partner, Jaeger & Flynn Associates*, who stated he met with the Health Insurance Working Group for the purpose of reviewing the performance of the health and prescriptions plans, general outlook, trends, etc. He informed the members of the Working Group consisted of Chairman Conover, Supervisors Geraghty, Simpson, Sokol and Thomas, Ryan Moore, *County Administrator*, and Mike Swan, *County Treasurer*, as well as Ms. Figueroa. He apprised at their last meeting the Group had requested he review enhancements to the County's benefit

package an analysis to compare the different networks available to determine if changes could be made to save the County money. With regards to enhancing the County's benefits package, Mr. Schuette advised they had reviewed a multitude of insurance carriers with different options to offer, the first of which they had presented to the Working Group involved a voluntary life insurance plan with the premise that no paper was required and it was easy to install. He said the benefit of offering life insurance plans on a group basis was that not only did it enhance the County's benefit package, but it also provided employees with the option of getting life insurance without having to answer any questions regarding their health, height and weight, prescription use and family history as compared to if they were to purchase it on their own. He informed they had a life insurance carrier who was willing to guarantee an issue of a policy in \$25,000 increments up to the maximum of \$200,000 without having to answer any questions regarding their healthy history which was a significant benefit of offering life insurance through an employer. He added employees could also opt to purchase life insurance for their spouses up to \$50,000 and their children up to \$10,000 for those who were twenty-six and under. He remarked there was a benefit to offering this, as it would enhance the County's benefit package and was easy to administer.

Mr. Geraghty asked whether the employees could continue to carry the policy after they were no longer employed by the County and Mr. Schuette replied affirmatively. Mr. Schuette advised these plans were considered portable meaning if an employee left the County it could be taken with them. He added the policy could also be converted from term insurance, which had no cash value, to some form of whole life or universal life insurance.

A discussion ensued.

Mr. Schuette advised the other option that was coupled still with enhancing the County benefits concerned offering accident coverage which was a good benefit in particular for active families. He explained the plans covered were paid for on a pre-tax basis and they provided immediate cash to cover those out-of-pocket expenses to cover some of those holes in any health plan.

Mr. Schuette stated the next item referred to network discounts, apprising that the County had been self-insured for just over a year and a half now and everything appeared to be on track and working well. He mentioned because the County was self-insured they would not be responsible for paying the 2.5% Federal Health Insurance Tax which would be effective next year as part of the Affordable Care Act. In regard to the County's Self-Insured Plan, he informed the County had two components, as the County was paying the difference between the cost of the claims made by doctors, hospitals and pharmacies and what the employee was paying. He continued, in that difference the County was not paying the cash price, but rather what Blue Shield of Northeastern New York, as the County's network, had established as their network price with the providers that was discounted. He pointed out there were a number of networks available including CDPHP, Empire Blue Cross Blue Shield of Northeastern New York, MVP, Aetna, United Healthcare, etc. which had their own contracts with doctors, hospital and pharmacies that they all claimed had the best deals or discounts with each provider. He stated the only way to weed out and determine which ones did offer the lowest prices and what he was suggesting was to have an analysis performed of the networks to ensure their discounts with the providers, hospitals and pharmacies were the best for the County's benefit. He apprised the way the companies that handled analysis such as this was by taking every one of the County's claims in a calendar year which equated to between 30,000 to 50,000 claims and comparing the Blue Shield Of Northeastern New York pricing to all those other networks, as well as the pharmacy networks to determine which network or combination of networks would result in the lowest cost to the County.

A discussion ensued following which it was the consensus of the Committee to move forward with an RFP for an analysis to be performed on of the networks to ensure their discounts with the providers, hospitals and pharmacies were the best for the County's benefit.

Concluding the agenda review, Mr. Geraghty noted Agenda Item VI consisted of a listing of vacancies approved for filling by other Committees since the last Personnel & Higher Education Committee meeting, which included the following:

| | |
|----------------------------|---|
| <i>County Clerk -</i> | Motor Vehicle Registration Clerk #1, <i>Grade 8, Base Annual Salary \$34,988</i> , due to resignation. |
| <i>District Attorney -</i> | Crime Victim Specialist Part-Time, <i>Grade 14, Base Annual Salary \$28,668</i> , due to termination. |
| <i>Public Health -</i> | Public Health Nurse #22, <i>Grade 21, Base Annual Salary \$50,816</i> . Public Health Nurse #35, <i>Grade 21, Base Annual Salary \$50,816</i> , due to retirement. |
| <i>Public Defender -</i> | 5 th Assistant Public Defender, <i>Annual Salary \$63,066</i> , due to resignation. 6 th Assistant Public Defender, <i>Annual Salary \$55,149</i> , due to resignation. 7 th Assistant Public Defender, <i>Annual Salary \$60,327</i> , due to promotion. |
| <i>Sheriff -</i> | Patrol Officer #14, <i>Annual Salary \$42,373</i> , due to resignation. |
| <i>Social Services -</i> | Sr. Social Welfare Examiner #7, <i>Grade 11, Base Annual Salary \$38,225</i> , due to promotion. Sr. Support Investigator #1, <i>Grade 11, Base Annual Salary \$38,225</i> , due to promotion. Social Welfare Examiner #14, <i>Grade 8, Base Annual Salary \$34,988</i> , due to promotion. |
| <i>Treasurer -</i> | Accounting Technician #2, <i>Grade 19, Base Annual Salary \$47,523</i> , due to termination. (<i>Emergency Fill</i>). |

Although not necessary, as this listing is provided for reporting services only, a motion was made by Mr. Simpson, seconded by Mr. Loeb and carried unanimously to approve the listing of vacancies approved for filling by other Committees since the last Personnel & Higher Education Committee meeting as outlined above.

There being no further business to come before the Personnel & Higher Education Committee, on motion made by Mr. Loeb and seconded by Mrs. Frasier, Mr. Geraghty adjourned the meeting at 10:26 a.m.

Respectfully submitted,
Sarah McLenithan, Deputy Clerk of the Board