

WARREN COUNTY BOARD OF SUPERVISORS

COMMITTEE: JOINT PERSONNEL & HIGHER EDUCATION AND FINANCE

DATE: JUNE 14, 2017

PERSONNEL & HIGHER EDUCATION OTHERS PRESENT:

COMMITTEE MEMBERS PRESENT:

SUPERVISORS SEEBER
FRASIER
MCDEVITT
BROCK
LEGGETT
BRAYMER
SIMPSON
HYDE

REPRESENTING JAEGER & FLYNN ASSOCIATES, INC.:
MATT SCHUETTE, AGENCY PARTNER
KURT JAEGER, EXECUTIVE VICE PRESIDENT & CHIEF MARKETING DIRECTOR
REPRESENTING THE TOURISM DEPARTMENT:
JOANNE CONLEY, DIRECTOR
RONALD CONOVER, CHAIRMAN OF THE BOARD
BRIAN REICHENBACH, COUNTY ATTORNEY
AMANDA ALLEN, CLERK OF THE BOARD
FRANK THOMAS, BUDGET OFFICER
SUPERVISOR MACDONALD

PERSONNEL & HIGHER EDUCATION
COMMITTEE MEMBERS ABSENT:

SUPERVISORS VANSELOW
MONTESI
GERAGHTY

JOANN MCKINSTRY, ASSISTANT TO THE COUNTY ADMINISTRATOR
PATRICIA NENNINGER, PERSONNEL OFFICER
JACKIE FIGUEROA, COUNTY HUMAN RESOURCES DIRECTOR
JENNIFER HOWE, EXECUTIVE ASSISTANT TO THE COUNTY HUMAN
RESOURCES DIRECTOR
MIKE SWAN, COUNTY TREASURER

FINANCE COMMITTEE MEMBERS PRESENT:

SUPERVISORS SOKOL
SEEBER
DICKINSON
MERLINO
STROUGH
BEATY
FRASIER
MCDEVITT
SIMPSON
VACANT

MIKE WILD, TOWN OF QUEENSBURY RESIDENT
SARAH MCLENITHAN, DEPUTY CLERK OF THE BOARD

FINANCE COMMITTEE MEMBER ABSENT:

SUPERVISOR GERAGHTY

Please note, the following contains a summarization of the June 14, 2017 joint meeting of the Personnel & Higher Education and Finance Committees; the meeting in its entirety can be heard on the Warren County website using the following link:

<http://www.warrencountyny.gov/gov/comm/Archive/2017/finance/>

Ms. Seeber called the Personnel & Higher Education Committee meeting to order at 4:02 p.m.

In the absence of Committee Chairman Sokol, Ms. Seeber, as Vice Chair, called the Finance Committee meeting to order at 4:02 p.m.

Motion was made by Mr. Leggett, seconded by Ms. Braymer and carried unanimously to approve the minutes of the previous Personnel & Higher Education Committee meeting, subject to correction by the Clerk of the Board.

Motion was made by Mr. Simpson, seconded by Mr. Merlino and carried unanimously to approve the minutes of the previous Finance Committee meeting, subject to correction by the Clerk of the Board.

Commencing the Agenda review, Ms. Seeber offered privilege of the floor to Joanne Conley, *Director, Tourism*, who advised the Tourism Department had posted a job application with SUNY Adirondack

seeking an intern for this summer to work in their office. She mentioned the only application they received was from a recent graduate which was why authorization of the waiver prepared by the County Attorney was required in order for the applicant to work as an intern in the Department without receiving any credit or monetary compensation.

A motion was made by Mrs. Frasier and seconded by Mr. Leggett on behalf of the Personnel & Higher Education Committee to approve the waiver required for the intern to work in the Tourism Department as outlined above.

Mr. McDevitt informed while he enjoyed saving taxpayer money, he felt there was a fundamental position of equity present in this case. He added he thought this individual should be paid for their work.

Mrs. Frasier pointed out the individual was aware no compensation would be offered and she inquired whether they had any issue with this and Ms. Conley replied in the negative. Mrs. Frasier stated she did not foresee any issues as long as the individual in the position was agreeable to receiving no compensation.

Ms. Seeber remarked she believed in today's world they were seeing a significant amount of students, or in this particular case a recent graduate, who were seeking experience and she asked Ms. Collins to expand upon this. Ms. Collins apprised that the individual had recently graduated and was seeking some experience in the field and to network with the individuals the Tourism Department worked with. She stated this individual was aware no monetary compensation would be provided and the internship was only for the summer months, as the Tourism Department was hoping in the fall to attract interest from a current student and rotating with new interns each semester thereafter.

Ms. Seeber advised as a point of clarification the County's other internships were typically non-paid but college credit was received for them. She noted in this particular instance this was not an option.

Mr. Merlino pointed out this individual would get credit on their resume by partaking in the internship and obtaining experience working in the tourism industry.

Ms. Seeber called the question and the motion to approve the waiver required for the intern to work in the Tourism Department as outlined above on behalf of the Personnel & Higher Education Committee was carried by majority vote, with Mr. McDevitt voting in opposition, and the necessary resolution was authorized for the June 14th Board meeting. *A copy of the resolution request form is on file with the minutes.*

Continuing with the Agenda review, Ms. Seeber stated that representatives of Jaeger & Flynn Associates, Inc. were present today to follow up on the previous presentation given at the May 4th Personnel & Higher Education Committee meeting and to answer any questions the Committee members may have. She said it was the consensus of the Committee at that time to schedule a joint meeting with the Finance Committee to review the proposed changes to be considered by both Committees.

Mr. Sokol entered the meeting at 4:07 p.m.

Privilege of the floor to Matt Schuette, *Agency Partner, Jaeger & Flynn*, who proceeded with an update on the 2017 County Health Plan. He reviewed in detail the documents he distributed concerning Minimum Premium versus Self-Funded, Prescription Reinsurance/Stop Loss and Self-Funded Analysis with Immature Claims; Mr. Schuette and Kurt Jaeger, *Executive Vice President & Chief Marketing Director*, answered a number of questioned posed by the Committee members. Copies of the documents distributed are on file with the meeting minutes.

Mike Swan, *County Treasurer*, informed the County had been preparing to move into being fully self-insured with both the prescription and medical plan over the last five years by building up a reserve

to be able to pay the \$1 million required to terminate the contract with Blueshield of Northeastern New York and to cover the cost of claims if they were significant during the first year. He said there was a sufficient balance in the reserve to avoid any impact on the County Budget and he remarked he believed now was the time to move forward with this plan.

Ms. Seeber inquired what type of action Mr. Swan was seeking and he responded his recommendation was to implement a self-insured health and prescription plan for 2018. Ms. Braymer asked Mr. Thomas to voice his opinion on the matter and Mr. Thomas replied he concurred with Mr. Swan. He stated they had built up their experience rating pertaining to claims and saved a significant amount of money for the reserve to cover the cost of the buyout with Blueshield of Northeastern New York so they could move to being fully self-insured.

Mr. Swan pointed out a portion of the reserve funds had been used to pay the rate down last year which meant if they remained with the current plan for 2018 they would need to use additional funds from the reserve in order for the rate to remain at a reasonable level thereby spending down their cushion going forward. He added, if they kept putting off moving to a self-insured medical and prescription plan they would continue to spend down their cushion which was why he was recommending moving forward for next year.

A discussion ensued following which it was determined they would table the matter until the June 29th Personnel & Higher Education Committee meeting to allow for additional time to review the information so an informed decision could be made.

There being no further business to come before the Personnel & Higher Education Committee, on motion made by Mr. Leggett and seconded by Mr. Simpson, Ms. Seeber adjourned the meeting at 5:36 p.m.

There being no further business to come before the Finance Committee, on motion made by Mr. Simpson, seconded by Mrs. Frasier, Mr. Sokol adjourned the meeting at 5:37 p.m.

Respectfully submitted,
Sarah McLenithan, Deputy Clerk of the Board