

LIVINGSTON COUNTY BOARD
PERSONNEL COMMITTEE
MINUTES OF SEPTEMBER 6, 2017

Committee Chair Kathy Arbogast called the meeting to order at 5:00 p.m. in the Committee Room of the Historic Livingston County Courthouse.

Present: Arbogast, Vietti, Gerwin (arrived at 5:19 p.m.), Lovell, Runyon

Absent: Heath, Shafer

Also Present: Chairman Bob Young, Human Resource Director Linda Daniels, Future Human Resources Director Ginger Harris, Executive Director Alina Hartley, Finance Director John Clemmer, Jeff Gilmore (Benefit Planning Associates)

Arbogast requested that the agenda be amended to add Early Retirement Incentive Update to the agenda. *Motion by Runyon, second by Lovell to approve the agenda as amended. MOTION CARRIED WITH ALL AYES.*

The Committee reviewed the minutes of the June 12, 2017 committee meeting. The Committee delayed approval of the minutes in order to allow Hartley time to verify the status of Runyon during the meeting.

Health Insurance Renewal – Presentation by Jeff Gilmore – Jeff Gilmore was present to review the details of the health insurance renewal with the Committee. Gilmore reviewed the claims data noting that this year's claims totaled \$2,048,023.79 compared to \$1,282,690.31 last year. Gilmore stated that while claims have been high, there is a pooling limit of \$45,000 built into the policy, so individuals with claims over \$45,000 are backed out when determining next year's rate. Gilmore stated that there were six individuals who reached the pooling limit this year. Gilmore stated that after the adjustment, there were net claims of \$675,658 this year, compared to \$812,660 in 2016. Gilmore stated that based on a 91.96% loss ratio and an enrollment of 155 individuals, Blue Cross Blue Shield has offered a decrease over last year of 0.03%. Gilmore noted that there were no mandated plan changes, but there were some pharmacy changes more based on the type of prescription. Gilmore stated that he expects the VSP renewal at the end of next week and the Delta Dental at the end of September. Gilmore stated that BCBS has asked for an opportunity to bid the dental. Discussion took place. *Motion by Vietti, second by Lovell to approve the Blue Cross Blue Shield health insurance renewal. MOTION CARRIED WITH ALL AYES.*

Early Retirement Incentive Update - Linda Daniels provided an analysis on the results of the early retirement incentive, which resulting in an estimated annual savings of \$334,378.29. Daniels estimated that it would take a little less than three years to cover the cost of the incentive (\$960,000). Daniels noted that the analysis is a snap shot in time, so any changes would affect the results.

Motion by Vietti, second by Lovell to adjourn. **MOTION CARRIED WITH ALL AYES.** Meeting adjourned at 5:27 p.m..

Alina M. Hartley
Executive Director