1. BET HR Comm. Meeting Agenda
   Documents:
   
   BET_HR_COMM_MEETING_AGENDA_10-15-19.PDF

2. SUB TO APP BET HR Comm. Meeting Minutes
   Documents:
   
   SUB_TO_APP_BET_HR_COMM_MEETING_MINUTES_10-15-19.PDF

3. APPROVED BET HR Comm. Meeting Minutes
   Documents:
   
   APPROVED_BET_HR_COMM_MEETING_MINUTES_10-15-19.PDF
AGENDA

1. One Digital Presentation

2. Approval of BET HR Committee Meeting Minutes of September 17, 2019

3. HR Reports:
   - Vacancy Report
   - Workers’ Compensation Expense Report

4. Old Business:

5. New Business:
   - Other

6. Adjournment

Next Meeting – Tuesday, November 12, 2019 at 3:00 PM in the Cone Room
TOWN OF GREENWICH
BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE

REGULAR MEETING MINUTES
Cone Room, Town Hall
October 15, 2019

Committee Present: Anthony Turner, Chairman; William Drake, Karen Fassuliotis, Elizabeth K. Krumeich

Staff: Megan Brant, Benefits Technician, Human Resources Department; Roland Gieger, Budget Director; Alison Graham, Benefits Manager, Human Resources Department; Erica Mahoney, Assistant Director, Human Resources Department; Peter Mynarski, Comptroller; Mary Pepe, Director, Human Resource Department

BET: Andreas Duus, Michael Mason, Leslie Moriarty, Jeffrey Ramer

BOE/GPS: Shamain Johnson, Interim Chief Human Resources Officer, Greenwich Public Schools

Other: Tim Connors, Senior Benefits Consultant, One Digital; Kelly DiStasio, Advisor, One Digital

The Chairman called the meeting to order at 3:01 P.M.

1. **OneDigital Presentation**

   Mr. Connors provided an update on the Town of Greenwich’s employee healthcare plan, the State Partnership Plan (SPP). He explained that OneDigital, the Town’s healthcare consultant, will start to analyze alternatives for the employee healthcare plan, using the Town’s prior structure of a high deductible plan. The employees’ current plan is a Preferred Provider Organization (PPO) plan that is more generous. (A PPO is a type of managed care health insurance plan that provides maximum benefits if you visit an in-network physician or provider, but still provides some coverage for out-of-network providers.) The transition to the SPP has resulted in significant cost savings to the Town, particularly in the initial year when the Town employees moved to the SPP. Mr. Connors noted, however, that they anticipate that premiums will increase 8% in the next year and there will most likely be a 2% additional adjustment for the Fairfield County region. Mr. Connors explained that this occurs when either claims were higher than expected or the premiums were not sufficient to cover the cost of claims. Though OneDigital believes the Town’s cost for the SPP will increase given the loss ratio (target is to be lower than 80% and the experience for the past two years is over 100%), their prediction is that the SPP will still be the lowest cost option for the Town. Their initial analysis of employee claims does not indicate that high cost claimants are the cause of the high claims. Instead they believe it is the higher cost for doctors and specialists in Fairfield County as well as the increased use of the medical system (partially due to the required preventative care identifying previously undiagnosed conditions). The actual cost of the SPP premium will not be known until July 2020 but Mr. Connors suggested reviewing other employee healthcare plans’ rates for 2020 despite the Town’s 3-year commitment to the SPP. The Chair thanked the OneDigital
representatives for preparing and presenting this informative presentation, and Ms. Graham and Director Pepe for arranging this session.

2. Approval of BET HR Committee Meeting Minutes

Upon a motion by Ms. Krumeich, seconded by Ms. Fassuliotis, the Committee voted 3-0-1 (Abstained: Drake) to approve the Minutes of the Regular Meeting of the Human Resources Committee held on September 17, 2019. Motion carried.

3. HR Reports

- **Vacancy Report**
  Director Pepe presented the Town Vacant Position Listing and drew attention to several positions.

  Director of Labor Relations: although a Request for Proposal (RFP) to outsource the position responsibilities received responses, it was decided to change the position to Labor Relations Specialist with day-to-day oversight responsibility. The position will report to the Director of Human Resources following the model employed in several surrounding communities. The Committee questioned the position’s Grade, future salary and requested a copy of the job description.

  Director of Purchasing/Administration: position will be posted and filled by the newly-elected First Selectman.

  Internal Auditor: The Committee members discussed the position. A member of the Committee questioned whether the position should be outsourced. Mr. Mynarski explained that that would require the writing of individual RFPs describing the scope of each proposed internal audit to select an outside consultant. He expressed concern for the cost of outsourcing given the example of the current audit activity of RSM and Blumshapiro. Mr. Mynarski agreed to discuss outsourcing this position with the Chairman of the BET Audit Committee.

  Executive Director, The Nathaniel Witherell: an executive search firm is being hired to assist with recruiting a new Executive Director.

- **Workers’ Compensation Report**
  The Comptroller commented that at eighteen (18) weeks into the new fiscal year, claim activity was trending well, down $233,480 less than budget. He again cautioned that catastrophic claims could easily reverse the favorable trend.

4. Old Business

The Chairman asked the status of the BOE Special Education position discussed at the previous meeting. The Interim Human Resources Director of the Greenwich Public Schools had left the meeting early and would be asked to report during the next meeting of this Committee.

5. New Business

None discussed

SUBJECT TO APPROVAL
6. **Adjournment**

Upon a motion by Mr. Drake, seconded by Ms. Krumeich, the Committee voted 4-0-0 to adjourn the meeting at 3:58 P.M. Motion carried.

The next Regular Meeting of the BET Human Resources Committee is scheduled for Tuesday, November 12, 2019, at 3:00 P.M. in the Cone Room.

Respectfully submitted,

________________________________________
Catherine Sidor, Recording Secretary

________________________________________
Anthony Turner, Chairman, HR Committee
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BOARD OF ESTIMATE AND TAXATION
HUMAN RESOURCES COMMITTEE

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Catherine Sidor, Recording Secretary

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Anthony Turner, Chairman, HR Committee