One Digital Presentation

Mr. Connors, the Town’s benefits consultant with OneDigital, updated the Committee on the CT State Health Partnership Plan’s choice for a new healthcare benefits provider, Anthem Blue Cross. In his presentation, Mr. Connors demonstrated the economies the Town realized during the initial conversion from a self-insurance model to the State Plan. The data presented showed that the cost vs. loss ratio of a large pool of participants was still advantageous to the Town’s total premium cost creep despite the additional Fairfield County Regional Adjustment of 3.5% in 2020 and the new vendor’s premium increase. In particular, Mr. Connors presented the estimated significant savings to the Town of being part of the State Partnership versus being self-insured. It was noted that there was a decrease in healthcare benefit utilization in April and May, possibly due to hospitals delaying elective procedures because of the COVID-19 pandemic. Mr. Connors explained that the proposed RFP for pricing self-insured health plans had been delayed due to the COVID-19 pandemic and the timing of the State Plan.
changes. However, he did note that he did not believe the Town would find a health plan that would be financially superior to the State Partnership Plan in 2021.

HR Reports

- **Vacancy Report**

  Ms. Pepe, Director, Human Resources, reported filling vacancies for the Commissioner of Human Services, The Nathaniel Witherell Director of Nursing and The Nathaniel Witherell Director of Financial Operations. There was also a discussion of the Internal Audit position. Interviews for the Fire Chief position resulted in a second interviews being scheduled for 5 of the applicants.

  Ms. Pepe and First Selectman Camillo updated the Committee on the proposed reorganization of the Police Department. There was a discussion as to the role of the BET in approval of changes to the Town’s Table of Organization (TOO) and the Budget Resolutions adopted by the RTM. The Committee requested a financial impact statement to clarify the future liability of salaries and pensions to share with the BET as prescribed in the RTM Financial Resolution. First Selectman Camillo stated that it would be provided to the Committee. The Chair will consult with the Town Attorney for clarification of the Budget Resolution language.

- **Workers Compensation Claims**

  Mr. Mynarski reported the year-end surplus in the Workers’ Compensation Fund was $815,822.01. He noted that the Town’s FY2021 Budget reflected a reduction of $150,000 to this fund but cautioned that any catastrophic claim could deplete the surplus realized to date. Mr. Mynarski noted that these savings were the result of the numerous safety initiatives instituted by the Town.

Old Business

- **HR Coronavirus Update**
  - **Town**
    Town employees have reported back to work, with some still working remotely.
  - **Board of Education**
    No update was provided.

New Business

- **Emmet P. Hibson Jr., Collective Bargaining Specialist**

  Mr. Hibson was introduced as the Collective Bargaining Specialist. He spoke of his educational background and professional. Mr. Hibson brings in-depth experience and knowledge relevant to statewide contract negotiation that allows him to immediately participate in the Town’s contract negotiations that were begun prior to his employment. The Committee enthusiastically welcomed him and wished him success in his new position.

Approval of BET HR Committee Meeting Minutes

Upon a motion by Ms. Krumeich, seconded by Ms. Hess, the Committee voted 4-0-0 to accept the Minutes of the Regular BET HR Committee.
Meeting held on June 3, 2020. Motion carried.

**Adjournment**

Upon a motion by Ms. Kreuzer, seconded by Ms. Hess, the Committee voted 4-0-0 to adjourn the meeting at 9:57 A.M. Motion carried.

The next Regular Meeting of the BET Human Resources Committee is scheduled for Tuesday, September 15, 2020 at 8:30 A.M. The Meeting will either be a virtual meeting or in the Cone Room, 2nd Floor, Town Hall.

Respectfully submitted,

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Catherine Sidor, Recording Secretary

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Karen Fassuliotis, HR Committee Chair