

Human Resources Committee Meeting Douglas County, Nebraska

Tuesday, February 3, 2015

The meeting convened at 11:07 a.m. in Room 903 of the Omaha-Douglas Civic Center, 1819 Farnam Street, Omaha, NE 68183. A copy of the Open Meetings Act is located on the wall near the entrance of the room. A notice of the meeting was published in the January 30, 2015 issue of The Daily Record. County Commissioners present at the start of the meeting were Mary Ann Borgeson, Mike Boyle, and James Cavanaugh. Others present at the meeting were Patrick Bloomingdale, Diane Carlson, Joe Lorenz, Catherine Hall, Marcos San Martin, and Kaieva Williams of Administration; Lee Lazure of Human Resources/Civil Service Commission (HR); Dan Esch of the Clerk/Comptroller's office; and Tracy Krause of Aon. Commissioner Borgeson conducted the meeting.

1. Discussion regarding whether to engage in RFP process for health insurance administrator.

County Commissioners Marc Kraft and PJ Morgan arrived during this item. Ms. Williams left during this item. Speaking during this item were Mr. Bloomingdale, Mr. Lorenz, Commissioner Borgeson, Commissioner Cavanaugh, Commissioner Boyle, Ms. Krause, Commissioner Morgan, and Commissioner Kraft. Highlights from the discussion included the following:

- Mr. Bloomingdale said he would like the County Board to consider extending the County's contract with United Healthcare (UHC) for one more year, and do its RFP for a health care administrator in the Spring of 2016 instead of in the Spring of 2015.
 - Mr. Bloomingdale said the reason why he asks this is because he'd like for there to be an even playing field for all of the companies in the market.
 - Mr. Bloomingdale mentioned CHI and Blue Cross Blue Shield presumably still trying to work out their differences.
 - Mr. Lorenz said CoOpportunity's insolvency is affecting the current market, as well.
 - Mr. Bloomingdale said the County's current contract with UHC does allow the County to extend the contract for an additional year.
 - Commissioner Borgeson said if County Board members don't have a problem with waiting until next Spring to do an RFP for a health insurance administrator, then Administrative staff will be directed to put a resolution in front of the County Board to extend UHC's contract for another year.
- Aon's role in this process and Aon's contract were discussed.
 - Mr. Bloomingdale said Aon is the County's health benefits consultant.
 - Mr. Bloomingdale said Aon's contract expires this June (2015).
 - Mr. Bloomingdale, Commissioner Borgeson, and Commissioner Morgan spoke in favor of extending Aon's contract for another three years.
 - Commissioner Boyle said he would be okay with a one year extension for Aon, but not three years.
 - Commissioner Boyle said he doesn't disagree with the other Commissioners that Aon is professional and qualified, but he believes there are other qualified

companies, and those other companies may be able to do the job just as well and for a better price.

- The Committee process/structure was discussed.
 - Commissioner Boyle said one of the problems he has with the current Committee process is while there are no votes taken in Committee meetings, Administration gets a feel for what the Commissioners favor.
 - Commissioner Boyle said decisions are made at Committee meetings and then a one-liner appears in front of the County Board for action to be taken.
 - Commissioner Boyle said he cannot attend the Committee meetings, so he will miss out on an item that was discussed at a Committee meeting.
 - Commissioner Boyle said he believes there is a loss when the type of discussion that takes place in the Committee meetings doesn't take place at the County Board meeting.
 - Commissioner Borgeson said there usually is more discussion at the County Board meetings regarding what was recommended at the Committee meetings.
 - Commissioner Cavanaugh asked if it would be possible for the Committees to take a vote to have an item forwarded to the whole County Board, similar to how a committee in the Legislature would pass a bill on for floor debate.
 - Commissioner Borgeson said she thinks the Commissioners could do it that way.
 - Commissioner Borgeson said many times there isn't a quorum at the Committee meetings so a vote may not be able to be taken.
 - Commissioner Borgeson said she would look to Legal (County Attorney) on this matter.
 - Commissioner Boyle said although the Committee meetings do comply with Open Meetings laws, he would have a problem with voting because many times there aren't members from the public in attendance at the Committee meetings.
 - Commissioner Cavanaugh said perhaps one week an item could be put on the County Board agenda for discussion only, so the public and/or Commissioners can ask questions, and then the next week the item can be put on the agenda for action.

2. Other business.

Continued Discussion on Aon

Speaking to this topic were Mr. Lorenz, Commissioner Boyle, Ms. Krause, Commissioner Kraft, and Mr. Bloomingdale. Highlights from the discussion included:

- Mr. Lorenz said the County is currently working with Aon on redefining the disability policy.
 - Mr. Lorenz said the long-term disability is going to be pulled out of the Pension Plan and a short-term disability policy will be implemented.
 - Mr. Lorenz said designing this program could take a while so it would be beneficial to know in the near-term that Aon is going to be around until the County can work through this process.
 - Ms. Krause said she thinks it could take another six months.

- Commissioner Boyle said he feels that's unrelated to health insurance, so Aon would still be able to continue to work on that even if a different company was chosen to oversee the County's health insurance administrator.
- Commissioner Borgeson said on the next agenda for the Human Resources Committee will be an item regarding Aon.

Continued Discussion on UHC

Speaking to this topic were Commissioner Boyle, Mr. Bloomingdale, Commissioner Borgeson, and Ms. Krause. Highlights from the discussion included:

- Mr. Bloomingdale said UHC's current contract doesn't expire until the end of 2015, so the resolution to extend UHC's contract for one year will be placed on the County Board's agenda towards the end of 2015.
- Commissioner Boyle said he would like to know how much the County paid UHC most recently.
 - Ms. Krause said UHC's administrative cost for 2014 was \$940,652.
 - Ms. Krause said UHC's stop loss premium for 2014 was \$390,984.
 - Total for 2014: \$1,331,636

Continued Discussion on Committee Structure/Process

Speaking to this topic were Commissioner Boyle, Commissioner Cavanaugh, Commissioner Borgeson, Mr. Esch, and Mr. Bloomingdale. Highlights from the discussion included the following:

- Commissioner Cavanaugh asked if Committee structure could be put on the next Human Resources Committee agenda.
- Commissioner Cavanaugh talked about doing a two-tiered hearing system like the Legislature does, and talked about having a public discussion on an item at one County Board meeting, followed by a vote on the item at the next County Board meeting.
 - Commissioner Borgeson said many items are put on the agenda as "discussion/action" so action doesn't have to be taken that day, but the County Board can take action that day if the County Board feels there doesn't need to be any more discussion on the item.
- Mr. Esch said he will work with Sharon Bourke in the Commissioners' office in order to get the Committee meeting minutes available on the County Board agendas, as well as continue to e-mail the minutes to the County Board members.

Quick Care Clinic on 7th Floor of Civic Center

Speaking to this topic were Mr. Bloomingdale, Commissioner Borgeson, Mr. Lazure, Commissioner Cavanaugh, Commissioner Kraft, Commissioner Morgan, Mr. Lorenz, and Ms. Krause. Highlights from the discussion included the following:

- Mr. Lazure said Mikki Frost from City of Omaha HR told him that she received a phone call from Paul Cohen, Building Commission Administrator, saying CHI was going to pull the clinic at the end of February.
 - Mr. Bloomingdale said it's not making enough money.
- Commissioner Bloomingdale said the City is wondering if the County would be willing to make a contribution, along with the City, to keep the clinic going.
 - Mr. Lazure said Ms. Frost did not indicate to him how much the City wanted.

- Mr. Bloomingdale said he told the City that the answer will likely be ‘no’ but that he couldn’t speak for the County Board.
 - Mr. Bloomingdale said he told the City it would be fine for the City to present to the County a proposal or give more details on what the City is looking for.
- Commissioner Borgeson said the clinic has been around for about five years. The County agreed to space for the clinic but doesn’t pay anything for it.
- Commissioner Boyle said he doesn’t feel there is a need for a clinic since there are clinics within walking distance of the Civic Center, but if it were to stick around, he believes it would be more accessible on the Harney Level.
 - There used to be a nurse provided by the Health Department who was stationed on the Harney Level.
- Commissioner Borgeson said she believes the clinic could be a benefit if it’s utilized.
- Commissioner Borgeson said in addition to learning what the City has in mind for costs, this gives the County an opportunity to look at what else is out there in terms of employees being able to stay at work and get their health taken care of.
 - Commissioner Borgeson said Healthstat is a company seen often at NACO events and she’d like to explore what services they can offer.

Flexitime

Speaking to this topic were Commissioner Boyle, Commissioner Morgan, Commissioner Borgeson, and Mr. Lazure. Highlights from the discussion included:

- Commissioner Boyle said he would like to look into whether or not flexitime would work for all of County government.
 - An example of flexitime would be a four-day work week with longer work hours for those four days.
 - Commissioner Boyle said if employees had a weekday off, it would give them more of an opportunity to see the doctor or make other appointments without using leave time.
 - Commissioner Boyle said it can be a morale booster.

New HR Director

Speaking to this topic were Commissioner Morgan and Mr. Lazure. Commissioner Morgan said with Mr. Lazure retiring in March, he would like to see an effort made to establish some continuity between Mr. Lazure and the incoming HR Director.

The meeting adjourned at 11:52 a.m.