

Human Resources Committee Meeting Douglas County, Nebraska

Tuesday, March 3, 2015

The meeting convened at 1:15 p.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 February 24, 2015 issue of The Daily Record. County Commissioners present at the start of the meeting were Mary Ann Borgeson, Clare Duda, PJ Morgan, and Chris Rodgers. Others present at the start of the meeting were Patrick Bloomingdale, Diane Carlson, Joe Lorenz, 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; Tracy Krause of Aon; and Cara Kirsch of SilverStone. Commissioner Borgeson conducted the meeting.

1. Discussion on whether to renew the health insurance consulting agreement with AON for another 3 years.

County Commissioners Mike Boyle, James Cavanaugh, and Marc Kraft arrived during this item, as well as Catherine Hall of Administration. Ms. Williams left during this item. Speaking during this item were Mr. Bloomingdale, Commissioner Borgeson, Ms. Krause, Ms. Kirsch, Commissioner Boyle, Ms. Carlson, Commissioner Morgan, Mr. Lorenz, Commissioner Duda, Commissioner Rodgers, Commissioner Cavanaugh, Mr. Esch, and Commissioner Kraft. Highlights from the discussion included the following:

- Mr. Bloomingdale said the County's contract with Aon expires on June 15, 2015.
 - Mr. Bloomingdale said the County has had Aon as its employee benefits consultant for the past four years.
 - Mr. Bloomingdale said it was originally a three-year contract, but it was extended for an additional year.
- As the County's employee benefits consultant, Ms. Krause said Aon likes to be an extension of the County's HR and Administrative teams, and help support them in anything they need.
 - Ms. Krause reviewed some of the things that Aon has done as the County's employee benefits consultant, such as marketed the medical coverage and identified gaps in the County's summary plan description (SPD) in regards to healthcare reform.
 - Commissioner Borgeson asked if Aon can provide to the County Board what it has been able to give the County during its four years as the employee benefits consultant.
- Mr. Bloomingdale said historically the County has done two contract terms with a consultant before considering whether or not to go out for an RFP.
 - Mr. Bloomingdale said the only instances he can think of for when the County only did one contract term was when there were serious performance issues with the provider.
- Mr. Bloomingdale said since the County is doing an RFP for its health insurance administrator next year, he thinks the County should either renew its employee benefits consultant contract with Aon for at least two years, or do an RFP now for its employee benefits consultant.
 - Mr. Bloomingdale said if there were a new consultant, he thinks the consultant would want a year to get familiar with the County's needs and health insurance history.
 - Mr. Lorenz said the County would use its employee benefits consultant to help evaluate the responses to the health insurance administrator RFP.

- Ms. Kirsch said SilverStone would like to see the County do an RFP.
- Some of the Commissioners spoke in favor of renewing the contract with Aon.
 - Commissioner Rodgers said he'd rather go with a two-year renewal with Aon.
 - Commissioner Rodgers said he is happy with the work Aon has done.
 - Commissioner Rodgers said he thinks there will be a learning curve with a new company.
 - Commissioner Rodgers said he wants to make sure the County gets it right on the health insurance administrator RFP, so he'd rather have a familiar team for that RFP.
 - Commissioner Morgan said he would support a two-year renewal with Aon.
 - Commissioner Borgeson said she'd be willing to renew with Aon so the County can get its feet on the ground for the health insurance administrator RFP.
- Some Commissioners spoke in favor of doing an RFP.
 - Commissioner Cavanaugh said he would support doing an RFP now because he's not comfortable going with a renewal since he's never done this before as a Commissioner.
 - Commissioner Cavanaugh said an RFP doesn't mean the County wouldn't go with Aon again, and that doing an RFP is not an inconvenience to a consultant company.
 - Commissioner Cavanaugh said the County should ask for prices on a regular basis.
 - Commissioner Boyle said the reason for doing an RFP is to see how competitive it is and to try to save money.
 - Commissioner Boyle said he doesn't think there will be a learning curve if there is a new employee benefits consultant.
 - Commissioner Boyle said he would suspect that SilverStone has worked with governmental bodies and United Healthcare (UHC), just like Aon has.
 - Ms. Kirsch said she was with UHC for nine years, and BlueCross BlueShield for two years, so she knows what those companies do and could bring that knowledge to the County.
 - Commissioner Duda said he would rather go with an RFP.
- Commissioner Borgeson said this issue will be brought forth at a County Board meeting.
 - Mr. Bloomingdale said he would like for it to go in front of the County Board on March 10th, that way if the County Board does want to do an RFP, it can go out sooner.
- Commissioner Morgan left the meeting after this item.

2. Discussion of County Board committee structure and process.

Speaking during this item were Commissioner Borgeson, Commissioner Cavanaugh, Commissioner Boyle, Commissioner Rodgers, Commissioner Duda, and Commissioner Kraft. Highlights from the discussion included the following:

- Commissioner Cavanaugh said he thinks if some other models were looked at, the County Board could empower its committee system and streamline what it does at County Board meetings.

- Commissioner Cavanaugh said there could be advantages to utilizing the County Board's committees in the way that the Legislature utilizes its committees.
 - Commissioner Cavanaugh said the committees in the Legislature will make a recommendation to the full body by taking a vote after they have listened to testimony on a bill.
- Commissioner Cavanaugh said he believes some of the presentations that happen at the County Board meetings would be more proper in the committee meeting setting.
 - Commissioner Cavanaugh said while the presentations are very well done, they add to the amount of time spent at County Board meetings.
- Other Commissioners addressed the idea of voting at Committee meetings.
 - Commissioner Rodgers said he doesn't think there's anything preventing the Commissioners from voting in committee meetings since the committee meetings are under the Open Meetings Act.
 - Commissioner Borgeson said if the Commissioners want to start voting on items in committee meetings, then the Commissioners can change their rules and start voting in committees.
 - Commissioner Borgeson said the Commissioners have never done voting in committee meetings before because most of the time there aren't more than one or two Commissioners at a committee meeting.
 - Commissioner Duda said if there are going to be votes taken in committee meetings, then the Commissioners have to allow for public input every time they intend on taking public action.
 - Commissioner Duda said the committees in the Legislature take votes because the Legislature has 49 members and it's not practical for all of them to delve into every bill.
 - Commissioner Boyle said he doesn't want to see binding recommendations come out of the committee meetings.
 - Commissioner Cavanaugh said he didn't envision having binding votes in the committee meetings. A Commissioner could vote one way in committee, and then vote another way at the County Board meeting.
- Commissioner Rodgers, Borgeson, and Boyle all spoke in favor of keeping the presentations at the County Board meetings.
 - Commissioner Borgeson said the presentations are valuable to the citizenry.
 - Commissioner Rodgers said many of the presentations cover issues the public needs to hear about.
 - Commissioner Boyle said there usually aren't people from the public at the committee meetings.
- Commissioner Boyle said he doesn't think there should be any changes to the committee structure.
 - Commissioner Boyle said for him, not being able to attend every committee meeting is the only flaw to the current committee structure.
- Commissioner Duda said he thinks the County's current committee structure is okay right now.

- Commissioner Cavanaugh thanked everyone for their time on the matter and said it was good to at least talk about ideas for the committees.

3. Other business.

There was no other business.

The meeting adjourned at 1:56 p.m.