

Human Resources Committee Meeting Douglas County, Nebraska

Thursday, April 30, 2015

The meeting convened at 10:46 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 April 24, 2015 issue of The Daily Record. County Commissioners present at the meeting were Mary Ann Borgeson, Mike Boyle, James Cavanaugh, Marc Kraft, and PJ Morgan. Others present at the meeting included Patrick Bloomingdale, Joe Lorenz, Diane Carlson, Catherine Hall, Marcos San Martin, and Kaieva Williams of Administration; Karen Buche, Tim McNally, and Kathy Adair of Human Resources/Civil Service Commissioner (HR); Tim Cavanaugh, JoAnn Sansbury, and Jamie Manzitto of the Treasurer's office; Tom Wheeler of the Sheriff's office; Theresia Urich and Bill Ouren of the County Attorney's office; Jennifer Beisheim of the Health Center; Mark Conrey of 911/Communications; Dan Esch of the Clerk/Comptroller's office; Tracy Krause, Jolene Froendt, and Emily Severson of Aon; Mike Boden of Aetna; Bryan Patel and Todd Bell of Teamsters 554; and Don Hembry of Local 251. Commissioner Borgeson conducted the meeting.

1. Discussion of Long Term Disability (LTD) RFP

Speaking during this item were Mr. Bloomingdale, Mr. Lorenz, Ms. Krause, Commissioner Boyle, Ms. Froendt, Ms. Carlson, Mr. Patel, Commissioner Cavanaugh, Ms. Adair, Commissioner Kraft, Ms. Urich, Mr. Conrey, Mr. Tim Cavanaugh, Mr. McNally, Mr. Esch, Ms. Buche, and Ms. Beisheim. Highlights from the discussion included the following:

- Mr. Bloomingdale said the County did an RFP to separate LTD from the County's pension plan.
 - Mr. Lorenz said the County is trying to make LTD a free-standing, fully-insured plan with a third-party provider who has strong rating and is accredited.
 - Mr. Lorenz said the County's pension plan was established in 1964 and LTD was built into that plan.
 - Mr. Lorenz said in 2015, it is common to see pension and LTD separate from each other.
 - Mr. Lorenz said consultants from SilverStone have shown the County that its funding for the pension fund would improve if the two were separate from each other.
 - Ms. Adair said going forward LTD would be paid out of the medical fund.
 - The LTD third-party provider will also provide Family and Medical Leave (FML/FMLA) management.
 - Mr. Bloomingdale said FMLA management by a third party is a win-win in terms of effective management with a uniform FMLA policy, which will not only benefit County staff, but it will benefit employees in that they will be getting a uniformly, correctly applied FMLA policy throughout the County.
 - Currently FMLA is done in-house by each department.
 - Commissioner Borgeson said this was a strategic planning item, and a lot of department heads and elected officials have talked about the need for having something better than what the County has now.
- Ms. Krause reviewed a handout prepared by Aon (see the first attachment).

- This handout included a summary of the proposed plan designs, and quotes from the incumbent vendor (Mutual of Omaha) and two vendors considered to be the top two carriers (Aetna and Cigna).
- This handout also included information on short term disability, but Mr. Bloomingdale said there will be no recommendation on a short term disability plan yet.
 - Mr. Bloomingdale said a short term disability policy is something the County has never had before and staff would like to more fully vet it before submitting a recommendation to the County Board.
- Ms. Krause said Mutual of Omaha and nine other vendors submitted proposals for the RFP.
 - Ms. Krause said Aetna and Cigna were the finalists, and were also the lowest two bidders.
 - Aetna and Cigna made presentations to HR and Administrative staff.
- Ms. Krause said Cigna is the carrier that will be recommended to the County Board.
 - Ms. Adair said she was more impressed with Cigna because the daily person that she would potentially be dealing with had a better explanation of how the process worked.
 - Mr. Bloomingdale said there could be an item on the County Board agenda by May 5th for approval to negotiate a contract with Cigna.
 - Ms. Froendt said the contract would be three and half years, running through 12-31-2018.
 - Ms. Adair said currently the County has a July 1st renewal, but from Benefit's perspective it would be nice to get renewals on January 1st.
 - Ms. Adair said there would a term of July 1st through December 31st for this year, then it would start on January 1st every year after.
- Commissioner Cavanaugh said it's important that the employee's treating physician is the determining physician on an LTD case, not the company's physician or a consulting physician.
- Commissioner Boyle said the privacy of HIPAA needs to be kept in mind and employees need to be guaranteed that none of their information will be disseminated to third parties by anyone.
 - Ms. Krause said if an employee were to file an LTD claim with Cigna, the employee would tell Cigna that it's okay for them to contact their doctor.
 - Ms. Krause said then Cigna would have HIPAA authorization from the employee, and Cigna would present that authorization to the employee's doctor before Cigna can get medical information.
 - Ms. Krause said it's limited to that.
 - Ms. Adair said that's the current process, too.
- Ms. Williams, Commissioner Morgan, and Mr. Wheeler left the meeting during this item.

2. Update on HR Initiatives

Speaking during this item were Mr. McNally, Commissioner Cavanaugh, Ms. Buche, Commissioner Borgeson, Ms. Krause, Commissioner Boyle, Ms. Adair, Ms. Urich, Ms. Carlson, and Mr. Bloomingdale. Highlights from the discussion included the following:

- Mr. McNally said there were HR initiatives created at the conclusion of the strategic planning meeting.

- Mr. McNally said HR has completed some of the initiatives, such as developing a compensation policy, a review of union and non-union pay, and a review of department head salaries for internal and external equity.
- Ms. Buche said HR has done a review of the span of control and staffing ratios at the Health Center, Corrections, and Health Department and will be able to present a report shortly.
- Mr. McNally provided a rough draft version of a “total compensation statement” (see Attachment #2).
 - Mr. McNally said the rough draft is not what the statement will look like aesthetically, but the data on the rough draft is going to be on the statement.
 - Mr. McNally said the target is June for when the statement will be made available to employees.
 - Mr. McNally said the statement will be available through self-service in Oracle.
- Commissioner Boyle said the Civil Service Commission needs to be encouraged to act on civil rights protections for homosexual and transgendered people.
- Mr. Tim Cavanaugh, Ms. Sansbury, Ms. Manzitto, Ms. Beisheim, Mr. Boden, Mr. Patel, Mr. Bell, Mr. Conrey, Ms. Krause, Ms. Froendt, Ms. Severson, and Commissioner Cavanaugh left the meeting during this item.

3. Other business.

Speaking during this item were Commissioner Borgeson, Mr. Lorenz, Mr. Bloomingdale, Ms. Buche, and Commissioner Boyle. Highlights from the discussion included the following:

- Commissioner Borgeson said the next Human Resources Committee meeting will include another update on HR initiatives, an update on the dependent audit, and an update on the RFP for the health benefits consultant.
- Ms. Buche said HR is working with the County Attorney’s office in regards to a \$10.10/hour minimum wage requirement for some people working under a federal contract or grant.

The meeting adjourned at 12:09 p.m.