

Human Resources Committee Meeting Douglas County, Nebraska

Tuesday, June 9, 2015

The meeting convened at 11:20 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 June 2, 2015 issue of The Daily Record. County Commissioners present at the beginning of the meeting were Mary Ann Borgeson, Mike Boyle, Clare Duda, Marc Kraft, and PJ Morgan. Others present at the meeting included Patrick Bloomingdale, Joe Lorenz, Diane Carlson, Catherine Hall, Marcos San Martin, Darrel Neely, Jan Johnson, and Karen Cole of Administration; Karen Buche, Tim McNally, and Kathy Adair of Human Resources/Civil Service Commissioner (HR); Dan Esch of the Clerk/Comptroller's office; Tracy Krause of Aon; and Bev Traub of the League of Women Voters. Commissioner Borgeson conducted the meeting.

1. Health Benefits Consultant proposals

County Commissioner Jim Cavanaugh entered the meeting during this item, as well as Adi Pour of the Health Department. Speaking during this item were Mr. Bloomingdale, Commissioner Boyle, Commissioner Borgeson, and Commissioner Morgan. Highlights from the discussion included the following:

- Mr. Bloomingdale said there was a lengthy discussion at a previous Human Resources Committee meeting about the proposals received for health benefits consultant.
 - Mr. Bloomingdale said there were proposals from Aon, SilverStone, and The Creel Group.
 - Aon and SilverStone were interviewed.
- Mr. Bloomingdale said the recommendation of the staff was to select Aon.
- Mr. Bloomingdale said Commissioner Cavanaugh had asked to find out what Aon and SilverStone were charging some of the other agencies they contract with.
 - Mr. Bloomingdale reviewed the information he received on Aon.
 - Mr. Bloomingdale said SilverStone declined to provide additional information.
 - Mr. Bloomingdale said the SilverStone representative felt like the decision had already been made to select Aon.
 - Mr. Bloomingdale said he did his best to assure the representative that no decision had been made, and that he had no feel at all of what the Commissioners were going to do.
- Commissioner Borgeson said this item will be on the County Board's June 23, 2015 agenda.

2. Workers' Compensation Adjuster proposals

Speaking during this item were Mr. Bloomingdale and Commissioner Borgeson. Highlights from the discussion included the following:

- Mr. Bloomingdale said this was a continuation of a previous discussion, and Administration had recommended the selection of EMC Risk Services (EMC).

- Mr. Bloomingdale said Administration asked Creative Risk Services and EMC to provide cost figures for what they charge their other clients, but both declined to do so.
- Mr. Bloomingdale said Administration still recommends selecting EMC.
- Commissioner Borgeson said this item will be on the County Board's June 23, 2015 agenda.

3. Health Savings Account \$5 quarterly bank service fee

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

- Mr. Bloomingdale said some years ago the County Board did an RFP to select a bank that would house the accounts of those employees who have health savings accounts.
 - Mr. Bloomingdale said Union Bank & Trust was selected.
- Mr. Bloomingdale said at the time of the selection, Union Bank & Trust was the only bank that did not charge a quarterly bank fee, but two or three years ago they started charging that fee.
 - Mr. Bloomingdale said it was decided that the employees would pay the \$5 quarterly fee.
 - Mr. Bloomingdale said a couple of people have asked the County to reconsider that.
- Mr. Bloomingdale said approximately 40 employees have health savings accounts.
- Commissioner Boyle suggested looking into First National Bank.
 - Commissioner Borgeson told Mr. Bloomingdale to ask other banks and then come back.

4. Other business.

Speaking during this item were Mr. Bloomingdale, Commissioner Cavanaugh, Commissioner Kraft, Mr. Neely, and Commissioner Boyle. Highlights from the discussion included the following:

- Mr. Bloomingdale said Corporate Claims Management Inc. (CCMI) serves as the third party administrator for tort claim management.
 - Mr. Bloomingdale said CCMI handles tort claim investigation.
- Mr. Bloomingdale said the County has had a contract with CCMI for the last ten years.
 - Mr. Bloomingdale said the County's current contract with CCMI is \$28,000 per year, and the contract expires on August 1st.
- Mr. Bloomingdale said his preference is to renew the contract for one more year and then go out for an RFP because the County has so many other things going on right now.
- Commissioner Borgeson said the CCMI contract will be placed on an upcoming County Board agenda and an RFP will be done next year.
- Mr. Bloomingdale said the contract will have to be amended this year.
 - Mr. Bloomingdale said CCMI has done the County's Medicare set aside reporting required by law, but EMC will do that as part of their service as workers' compensation adjuster, so that responsibility will be taken away from CCMI.
- Commissioner Kraft said he would like to know the yearly average of tort claim costs going back ten years if possible.

The meeting adjourned at 11:34 a.m.