

Human Resources Committee Meeting
Douglas County, Nebraska
Monday, October 29, 2018

The meeting convened at 1:00 P.M. in Room 903, Omaha-Douglas Civic Center, 1819 Farnam Street, Omaha, NE. 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 October 22, 2018, issue of *The Daily Record*. County Commissioners present at the meeting were Mary Ann Borgeson, Chris Rodgers, Mike Boyle, Marc Kraft, and Clare Duda. Others present included Patrick Bloomingdale, Diane Carlson, Catherine Hall, Joe Lorenz, and Marcos San Martin, County Administration; Karen Buche, Civil Service Commission/Human Resources; Kent Holm, Environmental Services; Sean Kelly, Kelly Plucker LLC; Bernie Heffernon, Advanced Capital Group; Craig Currier, Jolene Froendt and Pat Bourne, AON; and Kim Bollow, Douglas County Clerk/Comptroller's Office. Commissioner Borgeson chairs the committee.

A video recording of the meeting is available on the Douglas County Website:

<http://commissioners.douglascounty-ne.gov/board-meetings/videos>.

Time markers for when each topic/item occurs during the video are in parentheses.

Introduction (0:00 to 1:00) Commissioner Borgeson led introductions around the room.

1. Discussion of health insurance stop loss plan (1:00 to 40:00)

Pat Bourne, AON: answered concerns on comparable organizations and the different insurance companies on the proposal; he will provide to Commissioners a list of companies in the pool.

Craig Currier, AON: reviewed parts of Attachment A, "Douglas County Renewal and Marketing Analysis Plan Year Beginning January 1, 2019," including some cost changes, his views on increased costs, then explained specific-retention and self-funded structures, along with the laser-process. Mr. Currier explained pooled rates and whom else is in the pool, then addressed concerns about risk; provided some history on claim costs & how those would apply to the proposed plan. The proposal gave multiple options then he summarized AON's recommendation for 2019.

Commissioner Borgeson requested more awareness of other related meetings with County HR, County Administration, and/or AON.

Commissioner Kraft relayed concerns of upcoming medical trends and rising costs; also concerned if AON's proposal took this into consideration.

Commissioner Boyle and Diane Carlson discussed timing of the AON proposal for the Douglas County Board.

At this time the folks from AON left the meeting.

2. Discussion of fiduciary responsibility of the 457 plan (40:00 to 1:17:00)

Bernie Heffernon, Advanced Capital Group: passed out but did not discuss Attachment B, a folder with brochures to explain Advanced Capital Group. He then reviewed a bound presentation: Attachment C, "Public Deferred Compensation Plans and Fiduciary Responsibility." This included his professional history along with other members of the company. Mr. Heffernon then relayed what their company could provide for consulting services, he explained fiduciary landscape changes, increased audits, similar industry explanations, common lawsuits, and fiduciary duties.

Diane Carlson, Catherine Hall, Karen Buche, and Kent Holm left the meeting during this segment.

Commissioner Boyle relayed concerns about current fiduciary risks by the County; wants to know lawsuits dealing with similar entities, questioned how Advanced Capital Group is compensated for their services.

Commissioner Kraft inquired about the proposed ERISA plan & disagreed that the County needs it.

Patrick Bloomingdale, County Administration: fully supports the County to utilize their services, especially because it's not out-of-pocket by the County, but inquired about how Advanced Capital Group is compensated

Joe Lorenz, County Administration: added that the environment is changing, possibly because of increased court cases with similar entities as the County.

Commissioner Borgeson wants the services of Advanced Capital Group to be recommended to the County Board. Mr. Heffernon is to send Mr. Bloomingdale a proposal.

3. Potential legislative items for 2019 (1:17:00 to 3:00:00)

Marcos San Martin, County Administration and Sean Kelly, Kelly Plucker LLC: presented Attachment D, "Draft For Committee Discussion 10/29" including a summary of preparation for the upcoming legislative session. They relayed that items seen previously are shown on the first page, while new items are shown on the 2nd page.

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#1 - suggests priority over #2 and suggests for Board to testify for this. Commissioner Boyle wants Corrections Department involved in this discussion; also wants Mr. Kelly to gather NACO support.

#2 – not a priority right now.

#3 - suggests to support, but not as a priority.

#4 – felt this is an attempt to clean up a Greenbelt issue. Commissioner Boyle added concerns about tying primary occupation of property owners and loopholes.

#5 - suggests upcoming legislation & doesn't want to seek a new bill to compete with a previous bill.

#6 – suggested to just watch right now.

Commissioners Boyle & Borgeson discussed mental health, allocated funds, tour with Senators, suggested talking to NACO about regional systems of mental health, and want more State support for mental health funds.

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#1 - related to Under the Sink industries; Commissioners Kraft, Duda, Boyle, and Rodgers added thoughts; all agreed to support this; Mr. Bloomingdale explained fees & grants.

#2 – Mr. San Martin provided summary from Kent Holm (who had to leave meeting early), including reducing operational expenses. Commissioner Borgeson wants a presentation, Mr. Bloomingdale expects push back from paint companies, and Commissioner Duda wants more information from Mr. Holm because this seems counterintuitive to #1 on page two.

#3 – similar to Nevada, uses kiosks. Commissioner Boyle suggests including County Treasurer in this discussion and has multiple concerns: distribution, some counties having different rules, current wasteful process, possibly closing some branches, government vehicles getting license plates, and thus having to replace them regularly; suggests something similar to other areas (Kansas City, Missouri) who don't issue plates since government vehicles are already numbered.

#4 – Commissioner Duda is for it, but expects a tough fight. Commissioner Boyle gave history because of cumbersome layers of protection. Commissioners Borgeson, Rodgers and Boyle added to the discussion about The Home Rule, wanting a new statute, mimicking other counties, a condemnation tax, and possibly charging other government agencies. Mr. Kelly advised on the Home Rule and is to speak at a future County Board meeting and at the Tri County Retreat.

4. Other Business

None.

The meeting adjourned at 3:00 P.M.