

Human Resources Committee Meeting
Douglas County, Nebraska
Tuesday, December 18, 2018

The meeting convened at 2:04 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 December 17, 2018, issue of *The Daily Record*. County Commissioners present at the meeting were Mary Ann Borgeson, P.J. Morgan, Marc Kraft, and Clare Duda. Others present included Patrick Bloomingdale, Diane Carlson, Catherine Hall, Joe Lorenz, and Marcos San Martin, County Administration; Carol Donnelly and Colleen Fredricksen, Civil Service Commission / Human Resources; Jim Daubert and Amy Begley, First Concord Benefits Group; and Dan Esch and Kim Bollow, 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 1:30) Commissioner Borgeson opened the meeting, relaying that agenda item #1 is a follow up presentation.

1. Follow-up presentation of Cash In Lieu program by First Concord Benefits Group and Pro Insurance Resources (1:30 to 47:30)

Jim Daubert: gave an overview of First Concord Benefits Group, how to control health care costs, and the concept of cash-in-lieu. He relayed he'll be reviewing the Douglas County option plan, it's effect on actual claim costs for folks over age 65 currently on the Douglas County plan, then he reviewed Attachment A, "First Concord Benefit Group, LLC – Douglas County Cash In Lieu." Mr. Daubert explained some parts of Medicare and concerns with how health care costs for certain age groups affect the total group. He gave an explanation of how First Concord earns its profits, it's a NACO endorsed product, and First Concord is interested in being a third party to help provide a service to Douglas County employees.

Patrick Bloomingdale: interested in what the waiver number would be for the County to break even; suggested trying First Concord for a year because it's low risk, then revisit whether it's beneficial. He inquired about Medicare benefits, then suggested finding an incentive to employees who opt-out via cash-in-lieu.

Amy Begley: answered questions about Medicare and its difficulties. She also provided input regarding rates, averages, costs of Medicare supplement plans, and other services that First Concord provides.

Commissioner Kraft: questioned the process, Medicare costs, and Mr. Daubert's data from other counties. He opposes the proposal and wants other similar companies to offer proposals, too.

Commissioners Morgan, Borgeson and Duda added to the discussion with the need to reduce rising county health care costs, and that the proposal is a NACO approved plan. Some Commissioners are willing to consider the proposal, possibly as another option for employees.

Joe Lorenz added the importance to keep preferred providers, he likes that this is opt-in, and he asked for the process to determine the exact CIL (cash-in-lieu) number for Douglas County as opposed to the example on Attachment A which shows \$250.

2. Discussion/action on 457 plan fiduciary (47:48 to 57:21)

Joe Lorenz: recalled presentation at last committee meeting by Bernie Heffernan with Advanced Capital Group. For multiple reasons, Mr. Lorenz relayed it might make sense to maintain a 457 fiduciary plan consultant. Mr. Lorenz said Bernie Heffernan provided a proposal, as well as John Young from CAPTRUST.

Patrick Bloomingdale: relayed that costs for either company is similar; all are charged to participants, not the County. Mr. Bloomingdale gave reasons why he is an advocate for Advanced Capital Group (ACG) over CAPTRUST. He requested the ability to negotiate a contract with ACG, to then propose to county board.

Commissioner Duda: inquired on number of employees who utilize the option.

Diane Carlson: inquired on fees charged to employees.

3. Other business (57:21 to 1:01:18)

Colleen Fredricksen: reviewed process for County to cancel health insurance and proposed new process for retirees. Specific concerns are for those retirees who are delinquent on health insurance payments.

Patrick Bloomingdale: concerned about timing so close to January 1st and inquired on previous process with collections.

Joe Lorenz: added suggestions on a new process for those collections of late payments.

Commissioner Morgan: added his agreement on the need for a stricter collections process/policy.

The meeting adjourned at 3:05 P.M.