

Human Resources Committee Meeting
Douglas County, Nebraska
Tuesday, August 14, 2018

The meeting convened at 2:00 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 August 7, 2018, issue of *The Daily Record*. County Commissioners present at the meeting were Mary Ann Borgeson, Mike Boyle and Clare Duda. Others present included Sheri Larsen, Chief Deputy County Clerk,, Douglas County Payroll; Diane Carlson, Patrick Bloomingdale, Joe Lorenz, and Marcos San Martin, Douglas County Administration; Carol Donnelly, Matt Oberle and Karen Buche, Douglas County Human Resources; Tim Longwell and Howard Shandell, Midwest Benefit Advisors (MBA); Doug Kagan, Nebraska Taxpayers for Freedom; Stephanie Unger, Cara Kirsch, and Gina Samland, Silver Stone Group; Craig Currier, Pat Bourne and Jolene Froendt, Aon; Kim Bollow and Rocio Padilla, Douglas County Clerk/Comptroller Office. Douglas County Commissioner Borgeson chaired 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 0:55)

Commissioner Borgeson led introductions around the room.

1. Presentation from Midwest Benefit Advisors (MBA) (0:55 to 22:25)

Howard Shandell summarized seminar which Commissioner Borgeson previously attended, then gave page-by-page presentation of Attachment A (Healthcare Data Science, Midwest Benefit Advisors).

Commissioner Borgeson reflected on seminar she attended where Midwest Benefit Advisors presented; wants research on potential savings.

Patrick Bloomingdale and Commissioner Borgeson proposed questions on Mr. Shandell's presentation, inquired on future proposal, next steps, and privacy concerns. Mr. Shandell, Mr. Longwell, Mr. Oberle and Ms. Buche added comments on process of potential future data analysis. Mr. Shandell reviewed communication process and environment for patients; referred the group to MBA website.

Silverstone Staff proposed questions to Commissioner Borgeson as to other firms requesting data and providing proposal similar to MBA. Commissioner Boyle questioned as to whether the County has to bid this, but Commissioner Borgeson confirmed for Silverstone that they can in fact request information similar to MBA and relayed this was just data gathering. Mr. Bloomingdale requested and received further clarification from Commissioner Borgeson as to the process.

Doug Kagan, Nebraska Taxpayers for Freedom: expressed support from Nebraska Taxpayers for Freedom.

Joe Lorenz, Douglas County Administration: relayed budget concerns and interest in looking at options.

2. *Medical/Dental Plan Renewal Rates* (22:25 to 46:25)

Craig Currier, Aon: gave a page-by-page presentation of Attachment B (Douglas County Administrative Services Renewal – Dental). Pat Bourne (Aon) added how some numbers compare to ‘universe,’ followed by next steps; then group comments regarding changes to union contracts. Joe Lorenz addressed a need for additional information.

3. *Cigna Long Term Disability Renewal* (46:28 to 50:10)

Jolene Froendt, Aon: reviewed Attachment C (Douglas County Long Term Disability Benefit Renewal), including verbal explanation of loss-ratio. Ms. Buche relayed how these claims relate to the County Pension Plan and potential for better rates in the future.

4. *Health Savings Account Administration Rates* (50:11 to 54:00)

Ms. Froendt: summarized Attachment D (Marketing Executive Summary Douglas County of Nebraska), including current plan and bids received. Mr. Oberle and Ms. Buche added thoughts on current use of Union Bank and how changes may have a potential for employee hardship.

Mr. Bourne, Aon: summarized bids and information still forthcoming.

5. *Pay Grade Consolidation* (54:50 to 1:04:00)

Mr. Oberle, Douglas County HR: reviewed Attachment E (Pay Grade Consolidation) including current information and proposed changes. Ms. Buche added challenges which led to the proposed changes. Mr. Bloomingdale questioned non-union staff numbers.

Commissioner Borgeson suggested to put it on County Board agenda when the HR Department is ready.

6. *Retiree Premium Deductions through Mutual of Omaha/Enrollment Rules* (01:04:00 to 01:14:00)

Mr. Oberle and Ms. Buche: reviewed Attachment F (Civil Service Commission Human Resources Department Memorandum) including collection challenges for staff and payment challenges for retirees. They both addressed cost concerns and pension rules by Commissioner Borgeson, Diane Carlson, Marcos San Martin and Mr. Bloomingdale. Mr. Bloomingdale suggested proposing to County Board. Ms. Carlson suggested consistent wording to match current rules.

7. **Other Business** (01:14:00 to 01:16:51)

Joe Lorenz: gave summary of presentation by City of Omaha regarding 457 Plan, providers, consultants, advisements. Suggested same consultants provide presentation to County HR Committee.

The meeting adjourned at 3:16 P.M.