

Human Resources Committee Meeting
Douglas County, Nebraska
Wednesday, April 3, 2019

The meeting convened at 10:08 A.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 March 27, 2019, issue of *The Daily Record*. County Commissioners present at the meeting were Mary Ann Borgeson, Mike Boyle and Chris Rodgers. Others present included Patrick Bloomingdale, Diane Carlson, Catherine Hall, Joe Lorenz, and Marcos San Martin, Administration; Karen Buche and Colleen Fredricksen, Civil Service Commission / Human Resources; Steve Cacioppo and Mike Schonlau, GIS; Greg Youell, MAPA; Paul Cohen, Public Building Commission; 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 0:46) Commissioner Borgeson opened the meeting and led introductions around the room.

1. Discussion regarding creating a 2020 Census Complete Count Committee (0:50 to 10:15)

Patrick Bloomingdale, Administration: provided Census background, history, and key staff; correlation to MAPA and City of Omaha. He will work on a resolution which relays the intent to coordinate with all cities in Douglas County and have MAPA support us through a separate inter-local agreement

Commissioner Borgeson: wants to make sure discussions include all cities in the County, not just Omaha; asked about point personnel in MAPA; asked how Douglas County should participate while including each city within the County. She will be reaching out to those communities in the hopes for a coordinated effort.

Greg Youell, MAPA: gave overview of MAPA as Census partner along with Omaha; MAPA to provide administrative support, wants a high response rate; Empowerment Network to help with a Complete Counts Committee; relayed point personnel from MAPA; relayed next steps for staff in the Mayor's Office and staff from the Census Bureau to lay out timelines; provided an update on the two-year contract. He relayed the Complete Counts Committee is a lower budget compared to others across the country and the Census Bureau is managing participation in different towns of Douglas County depending on the Chief Elected Official. He will contact the Mayor's Office and whomever the Census Bureau suggests for the Complete Counts Committee, then he'll relay to Mr. Bloomingdale the process of forming that committee.

Joe Lorenz, Administration: relayed the importance of an integrated process because of multiple inter-local agreements (i.e. library and 911).

Mike Schonlau, GIS: relayed his department has been talking with some of the other Douglas County communities about providing geographical info, so they will refer those communities to Commissioner Borgeson or Patrick Bloomingdale for any questions.

Commissioner Borgeson and Mr. Lorenz: listed off the towns who need to be contacted.

2. Discussion regarding adding MAPA employees to County health insurance (10:15 to 21:20)

Mr. Bloomingdale: reviewed previous requests, possible issues, Blue Cross Blue Shield (BCBS) discussion, and stop-loss coverage issues; explained how the Building Commission is different because of joint ownership with the City; asked if there's interest and suggested we may have to open the option to others departments; relayed concerns about bringing additional exposure onto the current plan; wants a cost benefit analysis then a quote from BCBS; described his family coverage plan along with other options. He inquired from Mr. Youell about current costs for MAPA employee coverage and provided some current costs for Douglas County employees; relayed what percentage he thinks MAPA might have to pay. He will reach out to Region Six.

Mr. Youell: relayed concerns with the stop-loss plan coverage; explained some current costs for MAPA employees.

Mr. Lorenz: added how the County's plan is self-insured; reminded of current contracts.

Ms. Buche: relayed the stop-loss coverage is expensive, but the BCBS coverage that Douglas County uses is competitive, and we need to request a quote from BCBS with the MAPA information (claims experience). She expects that MAPA would need to collect from their employees then reimburse Douglas County.

All discussed multiple other entities who might be interested and who are grandfathered.

Commissioner Borgeson: suggested to review positives and negatives of bringing more people (more entities) onto the current plan and to include all interested organizations in the communications.

Marcos San Martin, Administration: relayed Douglas County needs to be aware of the percentage of change.

3. Update regarding TriCare for veterans (21:20 to 32:55)

Commissioner Borgeson: received a letter and brochure which led to the need to discuss at this committee; suggested a workshop of available options for Douglas County veteran employees.

Colleen Fredricksen, Civil Service Commission / Human Resources: relayed this veteran information was previously on the Douglas County website but was removed, so she reached out to the provider (Sellman) for more marketing materials which has not arrived yet.

Mr. Bloomingdale: relayed that it sounds like a different company than who contacted Commissioner Borgeson, of which the marketing brochure implied they were an exclusive provider. He inquired about how TriCare and supplement plans work with our Douglas County health care plan and agreed that Ms. Buche would contact whomever sent the brochure to Commissioner Borgeson.

Ms. Buche: relayed there are no exclusive providers and Douglas County currently has employees on a TriCare supplement plan. She explained TriCare plans, supplement companies, and confirmed Douglas County has been with Sellman since at least 2008. Ms. Buche relayed approximately 7% of our work force are veterans and her department will work on a work shop of available coverage options. She agreed to have a quick survey to learn more about those employees.

Paul Cohen, Public Building Commission: added more explanation of Tricare, other supplements, and Medicare plans; inquired about the number of military spouses and dependents with Douglas County veteran staff.

4. *Other business* (33:55 to 36:17)

Ms. Buche: explained Attachment A, "Civil Service Commission Human Resources Department Memorandum," about a proposed amendment to raise some salary thresholds. She explained how this will impact certain types of positions and the timing of when the proposal could become effective.

Commissioner Borgeson: asked about thresholds and next steps in reviewing certain positions.

The meeting adjourned at 10:42 A.M.