

PERSONNEL COMMITTEE MEETING MINUTES  
March 6, 2018

The Personnel Committee of the Broome County Legislature met on Tuesday, March 6, 2018 in the Legislative Conference Room, Sixth Floor, Edwin L. Crawford County Office Building, Binghamton, New York.

Members Present: J. Shaw (Chair), G. Baldwin, C. O'Brien, K. Wildoner, M. Kaminsky

Members Absent: None

Others Present: M. Sopchak, R. Weslar, R. O'Donnell, Legislature; K. McManus, C. Cramer, County Exec's Office; J. Knebel, S. Kane, OMB; N. Williams-Frank, K. White, DSS; R. Kaufman, Health; L. Schuhle, T. Eaton, OFA; T. Behan, Personnel; J. Wilber, M. Baker, Public Defender; T. Dellapenna, Risk; R. LaClair, J. Gerchman, WPNH

The Personnel Committee meeting was called to order by the Chairman at 4:01 PM. Mrs. Kaminsky made a motion to move the agenda, seconded by Mrs. O'Brien.

The Committee took the following action with regard to the matters before it:

#10 [RESOLUTION AUTHORIZING RENEWAL OF THE EXPANDED IN-HOME SERVICES FOR THE ELDERLY PROGRAM \(EISEP\) GRANT FOR THE OFFICE FOR AGING AND ADOPTING A PROGRAM BUDGET FOR 2018-2019](#)

Carried. Ayes-5, Nays-0

#13 [RESOLUTION AUTHORIZING RENEWAL OF THE COMMUNITY SERVICES FOR THE ELDERLY PROGRAM GRANT FOR THE OFFICE FOR AGING AND ADOPTING A PROGRAM BUDGET FOR 2018-2019](#)

Mr. Eaton stated that the amount in the first WHEREAS paragraph should read \$681,012 instead of \$676,012. It was noted that the Resolution would be amended in the Health & Human Services Committee as that is the prime committee.

Carried. Ayes-5, Nays-0

#14 [RESOLUTION AUTHORIZING RENEWAL OF THE WELLNESS IN NUTRITION \(WIN\) PROGRAM GRANT FOR THE OFFICE FOR AGING AND ADOPTING A PROGRAM BUDGET FOR 2018-2019](#)

Carried. Ayes-5, Nays-0

#15 [RESOLUTION AUTHORIZING RENEWAL OF THE FLEXIBLE FUNDS FOR FAMILY SERVICES PROGRAM GRANT FOR THE DEPARTMENT OF SOCIAL SERVICES, ADOPTING A PROGRAM BUDGET AND AUTHORIZING AN AGREEMENT WITH THE BROOME COUNTY COUNCIL OF CHURCHES AND RENEWING THE AGREEMENT WITH RISE FOR 2018-2019](#)

Carried. Ayes-5, Nays-0

#16 [RESOLUTION ADOPTING AN INCENTIVE PROGRAM AND AUTHORIZING THE TRANSFER OF FUNDS FOR THE WILLOW POINT REHABILITATION AND NURSING CENTER](#)

Mr. LaClair gave an overview on the different incentives and stated that many of the cash incentives would be added to employee salaries.

Carried. Ayes-5, Nays-0

#19 RESOLUTION AUTHORIZING RENEWAL OF THE ENHANCED WATER SUPPLY PROGRAM GRANT FOR THE DEPARTMENT OF HEALTH AND ADOPTING A PROGRAM BUDGET FOR 2018-2019

Carried. Ayes-5, Nays-0

#20 RESOLUTION AUTHORIZING RENEWAL OF THE PRIMARY PREVENTION OF CHILDHOOD LEAD PROGRAM GRANT FOR THE DEPARTMENT OF HEALTH AND ADOPTING A PROGRAM BUDGET FOR 2018-2019

Carried. Ayes-5, Nays-0

#21 RESOLUTION AUTHORIZING RENEWAL OF THE IMMUNIZATION ACTION PLAN GRANT FOR THE DEPARTMENT OF HEALTH AND ADOPTING A PROGRAM BUDGET FOR 2018-2019

Carried. Ayes-5, Nays-0

#22 RESOLUTION AUTHORIZING RENEWAL OF THE HEALTHY NEIGHBORHOODS PROGRAM GRANT FOR THE DEPARTMENT OF HEALTH AND ADOPTING A PROGRAM BUDGET FOR 2018-2019

Carried. Ayes-5, Nays-0

#26 RESOLUTION AUTHORIZING RENEWAL OF THE YOUTH TOBACCO ENFORCEMENT AND PREVENTION PROGRAM GRANT FOR THE DEPARTMENT OF HEALTH AND ADOPTING A PROGRAM BUDGET FOR 2018-2019

Carried. Ayes-5, Nays-0

#45 RESOLUTION AUTHORIZING A PERSONNEL CHANGE REQUEST FOR THE OFFICE OF THE PUBLIC DEFENDER

Mr. Wilber stated that this PCR will upgrade a Receptionist to a Keyboard Specialist. He further stated that the positions due the same work, have the same civil service test, and his office has had issues retaining staff due to the different pay grades. He also stated that this increase will be funded through salary savings within his department.

Carried. Ayes-5, Nays-0

Following the Resolutions, the Committee commended Mr. Wilber as he will be retiring as Public Defender at the end of the month.

Additionally, Legislator Jason Shaw and Risk & Insurance Manager Tom Dellapenna updated the committee on County employment matters and the County's 2017 Health Plan Year (handouts attached).

There being no further business to come before the Committee at this time, a motion to adjourn was made by Mrs. O'Brien, seconded by Mr. Wildoner. The meeting adjourned at 4:45 PM.

	A	B	C	D	E	F	G	H	I	J	K
1	<b>Dept Stats</b>	New Hires	Terminates	Promotions	Demotions	Rehires	Current Employees as of 02/28/18	Males as of 02/28/2018	Females as of 02/28/2018	Temps as of 02/28/2018	PT as of 02/28/2018
2	Feb-18	23	22	15	5	3	2061	942	1117	332	494
3	Jan-18	43	42	45	4	15	2058	933	1123	330	490
4											
5	<b>By Department:</b>										
6	<b>February</b>										
7	Arena	5	0	0	0	0	62	26	36	55	53
8	Audit	0	0	0	0	0	8	5	3	0	2
9	Aviation	0	0	1	0	0	21	18	3	4	4
10	Coroners	0	0	0	0	0	4	1	3	0	4
11	County Clerk	0	0	0	1	0	31	4	27	1	7
12	Co Executive	0	0	0	0	0	9	2	7	3	2
13	Co Legislature	0	0	1	0	0	19	16	3	0	15
14	District Attorney	2	0	0	0	0	49	25	24	0	4
15	DSS	6	2	4	0	0	352	64	288	6	9
16	Elections	0	0	0	0	1	46	25	21	36	40
17	Emergency Svcs	2	1	1	1	0	76	54	22	26	25
18	Enjoie Golf	0	0	0	0	0	4	4	0	1	0
19	Fleet Mngnt	0	0	0	0	0	3	3	0	0	0
20	Forum	0	0	0	0	0	1	1	0	0	0
21	Highway	0	0	1	1	0	57	54	3	0	0
22	IT	0	0	0	0	0	34	24	10	1	2
23	Law	0	0	0	0	0	21	11	10	0	0
24	Library	0	0	0	0	0	22	7	15	0	8
25	Mental Health	0	0	0	0	0	5	0	5	0	1
26	OET	0	0	0	0	1	13	4	9	0	1
27	OFA	1	1	0	0	0	86	11	75	33	54
28	OMB	0	0	0	0	0	14	3	11	0	0
29	Parks	0	1	0	0	0	19	16	3	3	1
30	Personnel	0	0	0	0	0	18	2	16	9	9
31	Planning/BMTS	0	0	0	0	0	15	6	9	1	2
32	Probation	0	0	0	0	0	45	18	27	0	0
33	Public Defender	0	1	0	0	0	26	12	14	0	0
34	Public Health	1	0	0	0	0	101	24	77	13	36

	A	B	C	D	E	F	G	H	I	J	K
35	Public Works	2	0	1	0	0	66	56	10	17	16
36	Purchasing	0	0	0	0	0	4	1	1	2	2
37	Real Property	0	0	0	0	0	17	5	12	8	6
38	Risk and Insurance	0	0	0	0	0	6	3	3	0	0
39	Road Machinery	0	0	0	0	0	12	12	0	0	0
40	Security	1	2	1	0	1	79	60	19	43	43
41	Sheriff	1	0	0	0	0	247	199	48	11	11
42	Solid Waste	0	0	0	0	0	23	16	7	5	5
43	STOP DWI	0	0	0	0	0	1	0	1	0	0
44	Transit	0	0	0	0	0	98	87	11	2	25
45	Veterans	0	0	0	0	0	4	3	1	1	2
46	Weights	0	0	0	0	0	2	2	0	0	0
47	WPNH	2	13	5	2	0	341	58	283	51	105
48											
49											
50	<b>Totals</b>	<b>23</b>	<b>21</b>	<b>15</b>	<b>5</b>	<b>3</b>	<b>2061</b>	<b>942</b>	<b>1117</b>	<b>332</b>	<b>494</b>

# Broome County Self-Insured Health Plan

## Overview

**Excellus:** Health Claims Administrator

**Express-Scripts:** Pharmacy Benefit Manager

**Aetna:** Administrator for Medicare Advantage Plan

**Corporate Care Management:** Nurse Case Manager/Wellness Program

## Health Plan at a Glance

Average Contracts: **2166**

Average Members: **4764**

Average Age: Subscribers: **49.8**

Percent Female: **54%**

Average Age: All Members: **38.2**

Plan Costs: **\$27,629,639**

Member Cost: **\$960,938**

Total Cost: **\$28,881,995**

Percent Member Cost Share: **3%**

Number of Claimants with Plan Cost $\geq$ \$100,000: **38**

Plan Costs for Claimants $\geq$ \$100,000: **\$6,930,936**

Percent of Plan Cost for Claimant $\geq$ \$100,000: **25%**

Average Plan Cost per Claimant $\geq$ \$100,000: **\$182,393**

Percent Plan Cost to Participating Network Providers: **95.8%**

Estimated Network Provider Saving: **\$18,297,402**

Estimated Savings as Percent of Billed Amount: **39%**

Physician Office Visits per 1,000 per year: **4561**

Emergency Room Visits per 1,000per year: **261**

Physician Office Average per visit: **\$100**

Emergency Room Average Cost per visit: **\$1,819**

Total Pharmacy Plan Costs for **Commercial**: **\$8,160,372**

Pharmacy Plan Cost PerMemberPerMonth(PMPM): **\$141.03**

Generic Fill Rate: **84.1%**

Specialty Percent of Plan Cost: **26.3%**

Formulary Compliance Rate: **97%**

Total Pharmacy Plan Cost for **EGWP**: **\$6,686,314**

Pharmacy Plan Cost PMPM: **\$391.56**

Generic Fill Rate: **83.2%**

Specialty Percent of Plan Cost: **20.8%**

Formulary Compliance Rate: **95.8%**