

INSURANCE COMMITTEE

October 25, 2012

PRESENT:

**Richard Keaveney, Chairman
Arthur Bassin
Robin Andrews
Lawrence Andrews**

ABSENT:

Arthur Baer, notified

ALSO PRESENT:

**Becky Vinchiarello, Dep. Clerk
John Rutkey
Ronald Caponera**

Press: 1

Chairman R. Keaveney called the meeting to order at 12:31 AM

This meeting was called as a result of Resolution 348-2012, "Authorization for the Chairman of the Columbia County Board of Supervisors to enter into a contract with Benefit Consultants Insurance Group, LLC", being tabled at the October 2012 Full Board meeting.

Discussion ensued on sending out a RFP for Insurance Broker Services. It was explained that the County recently renewed their health insurance policy at a 4.3% increase for a 12 month term. Rates of insurance and brokers commissions were discussed and explained. The broker is paid from the insurance company. It was determined that the RFP for hiring a broker should be based on what services they can offer rather than what the cost would be. Any break in price would be allocated from the insurance company, not the broker.

R. Keaveney stated that the current broker, S. Acciani, has gone above and beyond at being available and providing outstanding services for the County.

It was discussed that although CDPHP is currently offering lower rates, the County is establishing a history with MVP, which is an important step in moving towards a self insured plan.

A. Bassin announced that the County should RFP for broker services to carry out due diligence of services.

R. Andrews questioned if we had a contract with S. Acciani. It was explained that the County has a letter of brokerage with him. The Committee questioned J. Rutkey as to what he was looking for at this time. He explained that he had requested a Health Benefits Manager position in his office to act as the liaison to the County's Insurance Broker. S. Acciani had then offered to provide these services. J. Rutkey provided a document to the Committee listing all services he will no longer carry out if he does not receive support staff. He explained that he would like the broker to carry out all of these tasks.

John stated that S. Acciani has been very aggressive in the future visions of the County. The County has always fully utilized his services. It was questioned why the tasks provided on the document were not outsourced sooner. J. Rutkey explained that it had not been a topic of discussion in the past. The County was previously looking to centralize the Human Resources Department and reallocate the services within the department.

It was then decided that the list of administration services provided would go into the RFP for the County. Quantifying the services offered was discussed.

A. Bassin stated that he felt the purpose of Resolution 348-2012 was to sneak in a three year contract for Steve Acciani rather than to provide services. He added that we need to put this out to bid as soon as possible and if S. Acciani is the best guy for the job then he will win the bid.

Keaveney said the County Attorney can construct an RFP.

J. Rutkey discussed issues with the Unions if other plans are offered within the County.

R. Andrews pointed out that because the interview will not be based on cost, but services that are provided, they will be very subjective.

J. Rutkey said the County would need to decide on a Broker who has the resources to deal with the workload.

It was questioned what the Broker's role in self insurance would be. It was explained that the Broker would still broker the deals, and provide the County with reimbursement contracts with providers in the network. The Broker would also process the claims.

The County is currently enrolled in an EPO plan to help determine if Self Insurance would be beneficial to the County. It enables the County to gain claims experience.

J. Rutkey will discuss the RFP with the Attorneys. A resolution should be put together for the Finance Committee to go out to bid.

J. Rutkey expressed that to get this done would be in the best interest of his Department. It would allow professionals to deal with it. Past votes in the board about his position requests were discussed. He said he presented his position of a Benefits Manager to the Supervisors and then ended up with the other proposal (Resolution 348-2012) on his desk and that he had not been asked about it. This led him to assume that his request of Benefits Manager would not be filled.

There was a motion to direct the County Attorney to write a resolution to RFP for broker services, write the RFP, and send it to the public by R. Keaveney, seconded by L. Andrews, motion carried.

The committee recommended that Resolution 348-201 remain tabled unless it is amended. They added that J. Rutkey still will have a need for assistance in his office, even if the tasks provided are outsourced to the Broker. J. Rutkey explained that he blames himself for not providing enough education to the Supervisors on his requested positions, but that it would be very helpful to have someone handle the responsibilities listed on the sheet provided.

J. Rutkey said that S. Acciani had discussed Resolution 348-2012 and how it came about with him. J. Rutkey said he told S. Acciani it was a great idea and that they picked February 2013 as a transition date. The issue was then tabled.

It was mentioned that because of Obama Care in 2013 the County will no longer have the ability to make employees wait six months for Health Insurance. They cannot exceed a three month wait.

With no further businesses there was a motion to adjourn at 1:34PM by L. Andrews, seconded by R. Andrews, motion carried.

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