

Children's Services Council
PERSONNEL COMMITTEE MEETING MINUTES

Thursday, October 23, 2014 - 4:00 p.m.

1. Call to Order

Chair Langowski called the meeting to order at 4:00 p.m.

Present (Council): Vince Goodman, Greg Langowski
(Staff): Tana Ebbole, Leah Shaw, Tom Sheehan, Shay Tozzi.

2. Employee Group Benefits – Calendar Year 2015

Shay Tozzi, Director of Human Resources, stated that the CSC employee benefits package includes group medical, dental, vision (100% employee paid), life/AD&D, and disability benefits to current employees, COBRA participants, retirees and their eligible dependents (subject to eligibility guidelines). She stated that CSC had been pleased with the current provider CIGNA. She stated that in order to ensure CSC is receiving the most competitive benefit package, CSC's insurance broker, The Gehring Group ("Gehring"), released a Request for Proposal (RFP) for the 2015 plan year for all lines of coverage. She stated that the bids received were reviewed by Gehring and then presented with the proposed costs associated with proposals submitted.

Ms. Tozzi stated that the initial quote from CIGNA had been for a renewal premium increase of 18.4% for the current group medical coverage. She stated that additional negotiations had taken place and Gehring was able to secure CSC's current group insurance provider without plan changes for an increase of 10.4% for the current group medical coverage. She stated that this cost would provide for the retention of the CIGNA group medical and dental insurances without disruption of coverage or need for the transition of doctors. She stated that the proposal also included that CSC would be able to retain CIGNA for Group short-term disability, long-term disability, and life insurances, with no increases in cost. She stated that by authorizing the renewal of CSC's Group insurance benefit package with CIGNA, CSC would be able to provide a comprehensive benefit package at an overall 8.9% increase, 6.1% below what was budgeted.

A motion by Goodman/Langowski to approve the Group insurance plan renewals with CIGNA effective January 1, 2015 as outlined above, as well as authorizing the CEO to execute any necessary agreements, and recommend the Council approve Resolution #14-034, was approved by unanimous vote.

3. Annual Policies and Procedures – Employee Handbook/Human Resource Policies

Shay Tozzi stated that the Employee Handbook/Human Resource Policies (book) for 2015 was being presented for approval. She stated that there were no changes foreseen for 2015, although they would work together with the employment attorney to ensure that CSC was in compliance with all state and federal regulations.

A motion by Goodman/Langowski to approve the Employee Handbook/Human Resource Policies

for 2015 was approved by unanimous vote.

4. Adjournment

The meeting was adjourned at 4:23 p.m.

Vincent Goodman, Secretary

Gaetana D. Ebbole, Chief Executive Officer