

BOARD COMMITTEE ON HUMAN RESOURCES SERVICES

Tuesday, 29 September 1998, 10:00 a.m.

SUMMARY

The meeting of the Board Committee on Human Resources was held on Tuesday, September 29, 1998, at 10:00 a.m. Chairman James Dyson called the meeting to order. Minutes of the August 31, 1998 Board Committee meeting were approved. During the meeting it was reported that:

- ▶ Staff have concluded their discussions with General American PPO regarding their contract renewal for next year. General American did not propose an increase in their administrative fee. HR recommends the renewal of General American for another year.
- ▶ Final negotiations were also concluded with the Guardian, our group life insurance carrier. Originally the Guardian recommended a 5 cent increase. Staff negotiated a reduced increase rate of 3 cents. HR is recommending the acceptance of the three cent increase, and further recommends that next spring the District go out with a Request for Proposal to see if a less expensive carrier can be selected.
- ▶ Both carriers, United Health Care and NYLCare have proposed double digit increases to their premiums. As a result, a request was made by staff that they reduce their increases to at least 6% which is the average increase expected in 1999 for a carrier of this type. NYLCare agreed to reduce their increase request to 6%. United Health Care, on the other hand, reduced their increase to 9.5%. Further negotiations with United Health Care are in order. If staff is unable to reduce United Health Care's requested increase, it is recommended the District go out for a Request for Proposal to select a new HMO that is more responsive to our financial constraints. Such action will mean a postponement of Open Enrollment.
- ▶ The HR Evaluation Team presented a summary of their overall findings. The report highlighted areas of efficiencies as well as inefficiencies in three functional HR areas: Employment Services; Compensation; and Benefits. The Team also offered strategical recommendations.