

4.3.1

## Personnel Committee - Thursday, June 20, 2019; 10:05 AM

Attendees: Joe Phelan, Tom Burnell, Steve Jenkins, via phone Susan Savas and Diane Lyons.  
Absent Laura Schulkind

Call with Susan Savas: We were investigating offering eligible retirees an option of switching to a Medicare Advantage Plan. Susan Savas was invited to our meeting via conference call to educate us on this history of DEHIC plans and whether or not we can offer the plan to eligible retirees. Basically, we can do so. However, due to the decrease in enrollment of the 2 competitive plans (Alt PPO and Healthy Advantage), the active participants could see a significant increase in premium.

To compete with the Medicare plans, DEHIC reduces the premium by ~30% since Medicare is now their primary insurance. There is a Federal Govt Retirement Drug Subsidy which also offsets DEHIC's retiree rates reductions.

Rhinebeck retirement population: 87 single/family contracts in Alt PPO; 7 single/family in EPO20

Susan suggested hosting informational sessions to go over pros/cons of each plan. She says there is a great deal of misinformation circulating about the 3 plans, and these presentations have been beneficial in other school districts to both active employees and retirees.

FYI – There will be no premium holiday for next year, as of now. Maybe 5 months into next year they will re-evaluate. (30% fund balance). There are new approved 6 and 7 figure medications and DEHIC is concerned about fund balance and having to cover these.

Next Steps: Possible presentation to active employees and retirees open enrollment 2020.

Moving 2 positions to ANIE: ANIE would like move two non-represented district positions/employees to their unit. Supplemental letters of agreement from ANIE for 2 positions that they deem NOT Managerial/Confidential (Microcomputer Systems Specialist and Account Clerk). We agree with their assessment. Tom to work on salary schedule placement and Joe to sign letters as well as sick day bank differences.

Guidance Aid Replacement due to retirement - Hire a temp employee over summer on daily rate (20 days) while district determines what type of replacement is needed. Full 12 months, 10 months, etc.

Respectfully submitted by Steve Jenkins  
Next meeting TBD