

## COMMITTEE ON HUMAN RESOURCES/INSURANCE

**April 6, 2010**

**5:00 PM**

Chairman Shea called the meeting to order.

The Clerk called the roll.

Present: Aldermen Shea, Ludwig, Ouellette, Arnold, Craig

Messrs: T. DeLacey, J. Gile, B. Sanders, J. Burkush, B. O'Neill,  
A. Humphrey, T. Arnold

Chairman Shea stated I would like to start by taking up new business first. We have Tom DeLacey from WBS who will address the Board concerning health benefits.

Mr. Tom DeLacey, Workplace Benefit Solutions, stated thank you, Alderman. I was asked to come today to talk a little bit about the final renewal that we have been able to put together for the medical and dental insurance. I'll probably start with the easier stuff first. On the dental insurance, the plan has been running pretty steadily over the past several years. We are certainly large enough where we wouldn't see a lot of fluctuation in claims. One thing we were able to do this year, where we are self funded on the dental insurance, is negotiate a little bit lower administrative fee. We were able to do that by leveraging both the School District and the City as one so we got Delta to look at them as one group. We were able to reduce the administrative fee by about \$1 to \$1.70 per employee per month. It is not a tremendous amount of money, but every little bit helps. The School District moving over to self funded on the dental gave us a little bit more leverage so we are pleased to be able to do that. I think that you have the dental rates in contributions in front of you. We will make sure that we get you the final dental rates and contributions. On the medical side, as we had mentioned in a meeting last month, we saw a really dramatic shift in claims this year. There was a pretty dramatic jump up so we ended up running about 13% above expected. When we are setting the medical rates...actually, last year when we did the bid we got rate projections from Cigna, Anthem, HPI, which is part of Harvard, and we did our own projections and all four came in pretty close, within a couple percentage points of each other. What we really saw from the fourth quarter of 2008, if we looked at claims in the calendar year 2009, was a pretty dramatic jump

in those claims, which drove them much higher than anticipated. You have in front of you the rates for the HMO, the Point of Service and the HSA. What we try to do is break those out on a monthly basis and then on a weekly basis as the employees would see those rates. The addition this year that we talked about in previous meetings was adding the HSA, the Health Savings Account, and that is basically a program that really returns a lot of the responsibility of healthcare and the financing back to the employee so they have a little bit more control over their healthcare spending. The dollars that they don't use in their health savings account will roll over to future years. We know that with anything that we purchase if we are spending our money we are a little bit more careful with it. If we are spending someone else's money we are a little less careful about it. We are hoping to get some enrollment in the HSA. We don't think it is a silver bullet, but we would expect to get some enrollment in there and then see how it goes over time. The reality, when you offer a health savings account or a program like this, you get a fairly small uptake in the first year, but as people get more comfortable with it, they start to talk to their friends, neighbors and coworkers and over time we would expect enrollment in that plan to increase.

Alderman Ouellette stated you have been giving seminars and workshops to employees. What has been the feedback?

Mr. DeLacey replied it has actually been really good. It is not an easy thing to understand a HSA the first time you see it. We have had the good fortune of some people being able to come more than once so I think that by the end of the presentations, which have been about an hour, the majority of the people understand it. I think they understand it well enough to make the assessment of does this work for me, would this work for me this year or not. We have been really pleased with the results of the presentations.

Alderman Ouellette stated the one that I saw you doing, you had mostly union representatives in that meeting.

Mr. DeLacey stated yes, it mostly has been union representatives.

Alderman Ouellette asked are they taking the information back to their membership? How is it filtering down to the employees?

Mr. DeLacey replied they have been taking it back to their membership. I talked to a few people after the meetings and they said that that is what they intended to do. I know that the representative of Police and Fire, Mr. Molan, had asked me for a copy of the presentation and also a benefit summary so that they could sort of disseminate that information out to their employees. I did have a brief

conversation with him after and he felt that the people understood it and thought it was a good idea.

Alderman Ouellette asked I know what the answer is, but just to be clear here, it was stressed that this is strictly voluntary?

Mr. DeLacey replied that's correct.

Chairman Shea stated this is just informative so there is no vote necessary. Thank you, Tom. Another item of new business has to do with the Manchester Transit Authority and the City plan involvement. Jane, would you explain this to members of the Committee please?

Ms. Jane Gile, Human Resources Director, replied yes. Early on, Mayor Gatsas had discussions with MTA relative to their health insurance plan. The MTA will be experiencing a very high increase in their rates for the next fiscal year. In the course of those discussions, it was considered that perhaps the MTA could join onto the City of Manchester's health plan. We did research that and there is the ability for them to do so. What we are asking tonight is to allow them, if their union so decides, to be a member of the City's health plan. That would need the approval of the BMA as I understand it. The MTA would be going from a fully funded program into our self funded plan so plans would change. They are in negotiations now with their union to discuss if that is something that they want to do.

Alderman Ouellette asked Jane, how many employees are we talking about? 50?

Ms. Gile replied we are talking about approximately 50. I think when we had done the analysis there were 49, most of whom are on the HMO plan. I believe there were one or two people who were on the Point of Service Plan.

Alderman Ouellette asked do you have any idea, maybe not total cost, but a percentage, of how much this would save the employee in terms of their premiums?

Ms. Gile replied because we have the premiums now for our health plan, I will be sharing those with Mike Whitten who is the director of the MTA tonight and they can do that analysis to see how much the cost savings would be. It would also be good for the union to know what those rates are before making their decision as well. When I talked to Mike earlier today, he did say that by the end of the week they should have a decision as to whether their union would want to even join the plan if it was offered to them.

Alderman Ouellette stated so in other words, you don't want to publicly say how much.

Ms. Gile stated I don't know. I can't tell you off hand. We have the rates for tonight, but I haven't looked at those rates and compared them to what their estimated rates would be next year or what their projected rates are.

Alderman Ouellette stated that would be important information for me to know because obviously that is going to affect our general fund budget.

Ms. Gile stated the impact is so small it is not...I believe that it has to be about 10% of our plan numbers in order to really make a real big impact on our health plan. Tom may help me out on that. If the population of the MTA was a lot larger then we might run into something, but where it is only 49 to 50 people it may not be as extreme.

Alderman Ouellette asked what about claims? Wouldn't we be spending more money on claims?

Ms. Gile replied potentially, but if it is a health group we could potentially be spending less on claims as well so it depends on the makeup of the group. Doing that analysis is more difficult because they are in a fully funded plan now so it is not self funded and they are a part of a bigger group. They currently get their health insurance through the Local Government Center so that is a much bigger pool of people. We don't know claims utilization off hand.

Alderman Ouellette stated Mr. Chairman, if you don't mind, can I ask the Finance Officer what he would do. Bill, what do you feel the impact would be if we were to approve this?

Mr. Bill Sanders, Finance Officer, replied it was my understanding and I think I would be correct in saying this, Jane, that we will be billing the MTA for the MTA employer's portion of the premiums. As we do with the Enterprise Funds, we have an experience adjustment at the end of the year. If the whole pool has done worse than we originally expected, as is the case in 2010, we allocate the adjustments out to the Enterprise Funds and the MTA would be participating in that. There could be some adverse experience, but I agree with Ms. Gile that it won't be, it shouldn't be significant. In any event, they will be paying their fair share so to speak.

Alderman Ouellette stated that makes me feel a lot better.

Ms. Gile stated the City would not be making any contributions at all.

Alderman Ouellette asked are we looking for action from this Committee?

Chairman Shea replied yes, we are. I noticed that the Mayor is here. I'm not sure if you want to discuss your involvement with the MTA. Thank you for taking the time to discuss this.

Mayor Gatsas stated thank you, Mr. Chairman and members of the Committee. I think that the MTA came to me because their costs were escalating at 30% or 35%. I talked to our health carrier along with our HR Director to see if we could bring them in and let them participate on our plan. As long as the full Board votes to allow them in, they can participate on our plan. It is not like the City is going to subsidize their rates because they are going to be paying the working rates in, which is less than they have been experiencing now. It would assist them. We told them to put that Bedford route in and that is part of the saving that they are recognizing from their health insurance to participate at the City and I think we should at least invite them to the table.

On motion of Alderman Ouellette, duly seconded by Alderman Ludwig, it was voted to recommend that eligible employees of the Manchester Transit Authority be allowed to join the City of Manchester's health plan.

Chairman Shea addressed item 3 of the agenda:

3. Summaries of outstanding arbitrations and grievances submitted by Jane Gile, Human Resources Director.

Chairman Shea stated the summary was provided for informational purposes only and no action is required.

Chairman Shea addressed item 4 of the agenda:

4. Communication from Jane Gile, Human Resources Director, requesting reclassification of the Fire Training Instructor.

On motion of Alderman Ouellette, duly seconded by Alderman Ludwig, it was voted to discuss this item.

Mr. James Burkush, Fire Chief, stated the Fire Training Instructor currently holds no rank in the department, but it does have the pay of a Fire Captain. The proposal here is to add rank. One is for Fire Ground Management. He also has

duties as the Assistant Safety Officer and we would also to be able to utilize him at high peak vacation time to cover vacations. We are looking at a cost savings to the department to reclassify.

Alderman Arnold stated Chief, one of the ideas here is to have someone available to cover vacancies. How necessary or how helpful would that be?

Mr. Burkush replied our highest peak vacation times are Christmas week, Thanksgiving week and then July and August. At the same time, those are lower training utilization times because there are so many people out on vacation. In this scenario, you can take this person and use them during those high peak vacation times as a cost savings to the department. It is a win-win situation for us.

Alderman Arnold stated that sounds more efficient to me so I wanted to clarify that.

Mr. Burkush stated that is exactly how we envision it working.

Chairman Shea stated I just want to note on one of the bullets that the Fire Training Instructor is currently budgeted at pay grade 23 so there would be no cost associated with the reclassification, plus you indicated that there would be a savings.

Mr. Burkush stated that's correct.

On motion of Alderman Ludwig, duly seconded by Alderman Craig, it was voted to approve this item.

Chairman Shea addressed item 5 of the agenda:

5. Communication from Jane Gile, Human Resources Director, regarding requests for reclassification of the Airport Financial Manager and the Assistant Airport Director.

On motion of Alderman Ludwig, duly seconded by Alderman Arnold, it was voted to discuss this item.

Mr. Brian O'Neill, Deputy Airport Director, stated we are here before you today because when Mark Brewer came on staff as the Airport Director a couple years ago, the then Mayor Guinta asked him if there was any reorganization that he needed to operate more efficiently. Each Airport Director operates a little differently than the others and Mark felt that a CFO for the Airport was a crucial

component for the Airport as we were looking to not utilize so many consultants and utilize more of our own human resources to do some long range planning, work with the FAA on AIP funding on CSC, PSC and the management of our \$235 million in outstanding debt. The individual who is currently the Airport Financial Manager works very closely with the City Finance Department and City Finance Director. She has assumed additional responsibilities with the new administration and we have been working closely with Jane Gile and her office to try to get her upgraded from a 24 to a 25 in reflection of her new duties and assignments.

Alderman Craig asked with this change will you be replacing the manager with the CFO? Would you be hiring a new manager?

Mr. O'Neill replied we are actually reclassifying the position so there won't be a manager anymore. The manager position will be going away and that position will now turn into the Airport CFO.

Alderman Craig asked do you have this within your budget?

Mr. O'Neill replied we do, yes.

Alderman Ouellette stated we have you as the Deputy Airport Director and then there is going to be an Assistant Airport Director.

Mr. O'Neill stated we actually have four assistant Airport Directors right now. I believe there is an organizational chart included in the packet, but currently the structure of the Airport is the Airport Director and the Deputy Director and then the four Assistant Airport Directors within their specialization who report to the Deputy Director. I perform a much heavier administrative and human resource role and I work closely with operations and air service development, engineering and planning and finance, but we have four Assistant Airport Directors who are responsible for each of those departments.

Alderman Ludwig asked are all four Assistant Airport Directors grade 25?

Mr. O'Neill replied they are. They are all grade 25 and this is actually bringing the CFO position in line with the Assistant Airport Director position.

Alderman Ludwig stated so when I am looking at this little chart, I don't know if you have it in front of you, but there is a little box in the far left hand corner. What is that?

Mr. O'Neill replied I do have it in front of me somewhere. I believe that is the Assistant Airport Director for Finance Administration. What happened was that that was formally a position held by Mike Farren. When Mike retired, we did away with the Assistant Airport Director for Finance Administration position and developed the Deputy Director position, which is the position that I am currently holding. We left Theresa Arampado, who was the Financial Manager, as the senior financial person for the Airport. With the change in administration, one of Mark Brewer's first questions was who was the CFO for the Airport. The answer was that it was our Financial Manager Theresa Arampado who works closely with the City Finance Department. Through his reorganization, once he came on board, he assigned her some new responsibilities and it was his desire, as part of his administrative shift, to bring her in line with the other direct reports that would go through me to the Airport Director.

Alderman Ludwig asked if I'm correct in assuming, without mentioning names, the Assistant Finance Manager then becomes an additional Assistant Airport Director and everyone follows under her?

Mr. O'Neill replied the reclassification of her position from Financial Manager to CFO is the only change. She will still have the accounting staff, the accounts payable and receivable, human resources and the audit function that still reports to her.

Chairman Shea stated for the general public, this is an Enterprise Fund so any kind of salary increase or pay scale situations come from the resources that are developed at the Airport.

Mr. O'Neill stated yes, that's correct. As an Enterprise Department, we don't take any City taxpayer dollars. We raise all of our revenues by the Airport.

Alderman Ouellette moved to approve this item. The motion was duly seconded by Alderman Craig.

Mr. O'Neill stated we are also here before you today for a job name change. It gets a little wordy, but right now we have an Assistant Airport Director for Public Relations and Marketing, which is the position that I held previous to my becoming the Deputy Airport Director two and a half years ago. That position now has a much stronger focus on air service development. I'm sure that you have seen the numbers of flights that regional airports have been losing over the past couple of years and we felt that the Airport really needed someone who has much more emphasis on air service development, airline recruitment and airline retention so we are looking for a word change. Instead of Assistant Airport Director for Public Relations and Marketing it would be the Assistant Airport

Director for Air Service Development and Marketing. It is just a simple name change. There is no pay differential and it will remain at 25 just like all the other Assistant Airport Directors.

Chairman Shea stated since that is new, I'm not sure...Jane, do you...

Ms. Gile stated no, it is in the memo. There are both classifications. There is a change in the name for that position as well as an updating of some of the duties and responsibilities as well as the CFO position. Both of them were presented tonight.

Mr. O'Neill stated if you looked at the job classification before the change request, air service development was a part of it, but there was also a significant portion of the duties that were talking about marketing the Airport and public relations in the Airport and those duties are shared at the Airport, but the individual who is now the Assistant Airport Director is focusing much more of his time on air service retention and air service development.

Chairman Shea asked Jane, you can help me out? What procedure do we use? Do we have to have the City Clerk do that or is it something that is normally done through this Committee?

Ms. Gile replied the job description was submitted tonight with the changes so as long as you approve that it should be alright.

Alderman Ouellette stated I believe that was part of the motion.

Chairman Shea asked so that would be the part that you would add to the motion that you have already brought forth?

Alderman Ouellette replied I moved to approve item five. That was part of item five.

City Clerk Matt Normand stated while you are discussing this motion, there is a change that I believe the Human Resources Director needs to make on page 5-15 on the job specifications. I think she has the language in front of her.

Ms. Gile stated yes. It looks like there is a scrivener's error in terms of the acceptable experience and training. There should be a third bullet and for some reason that was eliminated. The third bullet should read, "any equivalent accommodation of experience and training which provides the knowledge, skills and abilities necessary to perform the work". That should be added to the job classification.

Chairman Shea asked did everyone get that?

Chairman Shea called for a vote on the motion to approve this item. There being none opposed, the motion carried.

Chairman Shea addressed item 6 of the agenda:

6. Communication from Jane Gile, Human Resources Director, regarding an action taken by the Board for medical and dental benefits for employees involuntarily called to active duty.

Chairman Shea stated this is a housekeeping item. Ladies and gentlemen, what is your pleasure?

On motion of Alderman Arnold, duly seconded by Alderman Ouellette, it was voted to discuss this item.

Alderman Arnold stated Jane, question for you...When this policy was enacted by the Board in 2001, the language said that it would go through the end of June 2002. Right?

Ms. Gile replied yes.

Alderman Arnold stated I think that most of the members of this Committee are on board with the policy, but I wanted to clarify that the action by the Board that was originally taken only provided for it to continue through 2002. I don't know if other Committee members have questions or want to discuss it, Mr. Chairman, but I think that at some point, a motion would be in order to ratify this policy being followed through the years between today and going back to 2002 in addition to voting on whether to continue to policy forward.

Chairman Shea stated I'll accept that motion if there isn't any further discussion.

Alderman Ludwig asked maybe some of the members who have been around longer than I could tell me if there was a reason that there was a number put on the year in the first place? Does anyone know the answer to that? I can't think of any good reason, but...

Ms. Gile replied I don't know. Maybe at that time there were a lot of people called up and the thinking was that they weren't going to continue. I really don't know; I'm just speculating now.

Chairman Shea stated thinking back to when I was on the Board, I think it was subject to renewal. I'm not quite sure if it was one year, but it could be renewed if the person serving had an additional extension on their military obligation.

Ms. Gile stated I think we always followed the intent of that, but the language does not have that intent. I think the intent was followed. All we are asking for is just that it be extended so that it is allowed and there is no deadline attached to it.

Chairman Shea asked Alderman Arnold, would you read your motion again?

Alderman Arnold replied I think it would make sense to have two separate motions, Mr. Chairman.

On motion of Alderman Arnold, duly seconded by Alderman Ludwig, it was voted to ratify the action taken by the Human Resources Department from July 1, 2002 through the present regarding medical and dental benefits for employees involuntarily called to active duty.

Alderman Arnold moved to continue the policy to cover the full cost of medical and dental for employees called to active duty from this day forward until the Board deems it appropriate to terminate the program. The motion was duly seconded by Alderman Ouellette.

Alderman Lopez stated I just want to make sure that I fully understand. Most people are called to active duty for 12 to 15 months and by no means are we going to take their dental insurance away from them while they are on active duty, even if it has to come back to this Board. Is that correct?

Ms. Gile replied all we did was try to take that end date out of the policy. If the Board wishes to extend it for longer than the 12 months, then that is your prerogative to do so. I was not making that recommendation, but if the Board so chooses to extend it for the period of activation, that would be up to you.

Alderman Lopez stated I think it is important that the Committee and the Board have that authority. I would not want to see it cut off at the end of 12 months. It puts the family in jeopardy of not receiving insurance. If that were to happen, I don't know what the procedure would be, whether HR would come back to the Committee or have blanket authority to extend.

Alderman Arnold asked how many people are we talking about? Do you know?

Ms. Gile replied we are talking about a handful of people, probably a maximum of five.

Alderman Arnold asked are there individuals you know who have been capped at the one year mark?

Ms. Gile replied not that I am aware of at this point.

Chairman Shea stated so maybe, as he has suggested, it would be during the course of their military service.

Ms. Gile stated during the period of activation. We could do that.

Alderman Arnold stated I have no problem with amending my motion that we continue the program, removing the 12 month maximum, which according to Ms. Gile, doesn't come close to it anyway.

Ms. Gile stated this basically only applies to anyone who is activated who doesn't have a family. Any individual who has a family is automatically covered by Tricare so we don't continue their coverage.

Chairman Shea asked is that acceptable to the other members?

Alderman Arnold revised his motion to continue the policy to cover the full cost of medical and dental for employees called to active duty from this day forward without a termination date. The motion was duly seconded by Alderman Ouellette.

Chairman Shea called for a vote on the motion. There being none opposed, the motion carried.

## **TABLED ITEMS**

7. Proposed policy for the City relative to the use of Volunteers and Unpaid Student Interns submitted by Jane Gile, Human Resources Director.  
*(Tabled March 2, 2010; Human Resources Director to obtain feedback from departments.)*

This item remained on the table.

8. Communication from Jane Gile, Human Resources Director, recommending the City enter into a fiduciary partnership program and advisory services agreement with Mesirow Financial Investment Management, Inc. This agreement will in effect provide the necessary indemnification required by Mesirow.

*(Note: A representative from Hartford Life is requested to present the costs associated with the recommendation.)*

On motion of Alderman Ouellette, duly seconded by Alderman Arnold, it was voted to remove this item from the table.

Chairman Shea stated we have representative Amy Humphrey from the Financial Investment Management Corporation. Thank you for coming up from New York.

Ms. Amy Humphrey, Mesirow Financial Investment Management, Inc, stated no problem. Thank you for the opportunity to speak. We had previously presented to the Board an option for the 457 compensation plan. Translating that into simple terms, what Hartford offers to the City employees is a voluntary benefit that allows them to save additional money for their retirement in addition to the pension. It is really a complementary program to the pension that allows people to decide if they want to save more money for their retirement. That being said, there is no cost to the City to have the 457 Program. The costs are born entirely by the participant, but the City does have some oversight responsibility of the program because they are the technical owners of it. That being said, Hartford brought forth a program that assists with the administration and oversight of the plan whereby Mesirow Financial would do a quarterly review of the investment options that Hartford has to offer and generate a report or a summary of their findings that the Committee could then act on and have information at their disposal with respect to the investments. There are 70 some odd funds that we currently offer. The first thing we would do with Mesirow's help is get their suggestion and then on an ongoing basis they would provide a due diligence report for the City to look at and make recommendations.

Alderman Ouellette asked how often can an employee switch between the fund options?

Ms. Humphrey replied as often as they would like. They are subject to a 20 trade per year maximum so that is 20 different calendar days worth of trading that they could do per year.

Alderman Ouellette asked is this done online? Securely online?

Ms. Humphrey replied yes, it can be done online or through a customer service representative.

Alderman Ouellette stated you said it was the City's responsibility to oversee some of the funds.

Ms. Humphrey stated yes. We have the participants who make individual decisions on how they want to have their money invested. The oversight is done by a committee here at the City and they meet on a regular basis in conjunction with myself and we review how the plan is doing, any administrative issues that there may be. The key component is just reviewing the investment options to make sure that they are doing what they are supposed to be doing. Every once in a while you will have a change to a mutual fund company that you need to address and decide whether you want to continue with them or not.

Alderman Ouellette asked how many people are on the committee? Do we know?

Ms. Humphrey replied I think there are four.

Alderman Ouellette asked who is on the committee?

Ms. Gile replied currently it is Bill Sanders, Tom Clark, myself and Mayor Gatsas.

Alderman Ouellette stated sounds good to me.

Alderman Lopez stated I have a question for you. Can elected officials participate in this?

Ms. Humphrey replied I would have to see if the City actually allows it because it depends by municipality. I can check on that for you.

Alderman Lopez stated okay. Thank you.

Alderman Arnold stated Jane, correct me if I am wrong. One of the major reasons this is before the Board is because it is a substantive contract, but also there has been an indemnification provision. Right?

Ms. Gile replied that's correct.

Alderman Arnold stated I have a question for the City Solicitor, Mr. Chairman, if I may. Mr. Arnold, the language of the contract was reviewed by the City Solicitor's Office, right?

Mr. Tom Arnold, Deputy City Solicitor, replied yes, that's correct.

Alderman Arnold asked and there was no particular objection or concern about the indemnification provision?

Mr. Arnold replied no, there wasn't. Generally, we don't like indemnification provisions, but it is standard language.

On motion of Alderman Ouellette, duly seconded by Alderman Arnold, it was voted to accept this item.

## **NEW BUSINESS**

Alderman Craig at the beginning of the meeting we were talking about insurance. We talked about how the School District is now participating in the City's dental plan. We talked about MTA joining the City's health plan. I was wondering if there has been consideration with the School District joining the City's health plan and whether that would provide savings to all.

Chairman Shea stated I know we have discussed that in the past. Jane might comment on that.

Ms. Gile stated Tom may have said something that led you to believe that the City and the School District were combined on the dental. I don't believe that they are.

Alderman Craig stated he specifically said they were and that is why we have a reduction in the administration fee.

Ms. Gile stated as far as I know, they are not. I know that sounded like what he said. I need to check with him because we have never been together on that and maybe he was able to negotiate something because he is the health consultant for both. We have never been combined. Bill, do you know anything about that?

Mr. Sanders stated I didn't actually hear Tom say that, but he is the consultant for both now so I'm sure he did say that if you heard him. The rates are slightly different. The arrangements in terms of co pays are different so those would have to be aligned to make it fully compatible.

Alderman Craig stated which is something that we are going to be doing with MTA.

Mr. Sanders stated correct.

Ms. Gile stated MTA is going to be a little different because they are just going to pay for the plan and how they divvy up in terms of their co pays with their employees is out of our hands. We're not going to have anything to do with that.

Alderman Craig asked is it worth investigating something like that?

Ms. Gile replied yes. We're not saying no.

Chairman Shea asked Jane, could you get a clarification from Tom if you would?

Ms. Gile replied I'll ask him about it. When he said it I didn't understand at that point.

Chairman Shea stated maybe he is providing the same kind of offer that the City offered to the City employees so that would mean that they are in the same situation, but not necessarily combined.

Ms. Gile stated he may have had more clout in terms of bargaining because it is two big groups and he may have been able to do that because they are all City funded. Maybe because of the size of the groups, he may have been able to negotiate lower administrative costs. We are not in the same pool. I know that.

Chairman Shea stated but if you could clarify that.

Ms. Gile stated sure.

Alderman Craig stated and then look into it further to see if we can get some savings on the medical side similar to the dental.

There being no further business, on motion of Alderman Ludwig, duly seconded by Alderman Arnold, it was voted to adjourn.

A True Record. Attest.

Clerk of Committee