

FINANCE AND HUMAN RESOURCES JOINT COMMITTEE
MEETING MINUTES
September 15, 2017 @ 8:30am
Jefferson County Courthouse, Room 112

1. Call to Order: Meeting called to order by Human Resources Committee Vice Chair, Jim Mode, at 8:30 am.
2. Roll Call: Present:

Finance Committee: Jennifer Hanneman (Vice Chair), Richard Jones (Chair), George Jaeckel, Russell Kutz, and Amy Rinard.

Human Resources Committee: Jim Braughler (Chair), Greg David, Jim Mode (Vice Chair), and Michael Wineke. Lloyd Zastrow (Secretary), absent.

Others present: Marc DeVries (Finance Director), Terri Palm-Kostroski (Human Resources Director) and Benjamin Wehmeier (County Administrator).
3. Certification of compliance with the Open Meetings Law: Confirmed by B. Wehmeier, County Administrator.
4. Review of Agenda: No changes.
5. Public Comment: None.
6. Communications: None.
7. Update and discussion on the Wisconsin Public Employers Group Health Insurance Program and other health insurance options and possible recommendation regarding county-sponsored health insurance for 2018. B. Wehmeier and T. Palm provided the committees a quick update on the history of the Department of Employee Trust Fund (ETF) plan for the State Health Insurance since early 2017. This included plans to become self-funded, regionalization and significant plan design changes including the elimination of the no-deductible and the low-deductible plans. Currently, the County offers the low-deductible plan. However, through the state budget process, the self-funding option was not approved and therefore regionalization also did not occur. The County has no reason to believe that there will be plan design changes for 2018, but anticipate these changes will occur in near future years. Recently, at ETF Board meeting on August 30, 2017, the premium rates for the remaining HMOs were approved. These rates have not been released to the general public, but a press release stated that local rates would have an average increase of 3.3%. Human Resources has every reason to believe that the County's most utilized plan, Unity Community, will be a little more than the 3.3% but less than the 7% currently projected in the 2018 budget. Over the last six months, Jefferson County has also been looking at other health insurance option outside of the State plan. The County is working with a broker, M3, to look at options, including forming a consortium with Dodge County and other local municipalities. M3 was asked for proposals with an apple-to-apple comparison, including a low deductible plan that would have the least amount of disruption for employees. The potential consortium met with M3 mid-August to discuss a summary of findings that resulted in only Quartz (formerly Unity) submitting a proposal. The County would like to explore offering an *option* of a high deductible plan. The proposal includes a rate cap for 3 years. Based on the information the County has today, it is the recommendation to continue with the PO14, Low-deductible, No-Dental plan through the State, but to immediately continue to explore forming a consortium and/or other health insurance options. This would provide the County at least another year to obtain other health plan

design options and potentially more than one proposal. In addition, it provides the time to involve employees and provide education on other options. There is regulation that the County cannot pay more than 88% of the average of the plans available in the County. If the individual plan rates change drastically in Jefferson County, this regulation may force the County to charge a significant increase to employees for health insurance premiums. **Motion by M. Wineke, second by G. David, to support the recommendation to remain with the State Local Health Insurance Plan for 2018 while continuing to explore options under a consortium.** Motion carried 4:0 by the Human Resources Committee. **Motion by G. Jaeckel, second by A. Rinard, to support the recommendation to remain with the State Local Health Insurance Plan for 2018 while continuing to explore options under a consortium.** Motion carried 5:0 by the Finance Committee.

8. **Adjournment:** **Motion by G. Jaeckel, second by J. Braughler, to adjourn.** Motion Carried. Meeting adjourned at 8:55am.