

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
November 16, 2020 9:30 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried/Vice-Chairman, Dave Hintz, Scott Holewinski, and Sonny Paszak

ALSO PRESENT: Lisa Charbarneau, Jenni Lueneburg via Zoom (LRES); Darcy Smith (Finance); Erin Bjorkman (Sheriff's Office)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:30 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law and complies with the Americans with Disabilities Act.

APPROVAL OF AGENDA

Motion by Paszak to approve the agenda for today's meeting. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

APPROVAL OF MINUTES

No minutes presented for approval.

PUBLIC COMMENTS

No public present in person or via Zoom for comments.

VOUCHERS, REPORTS AND BILLS

No vouchers presented.

LRES PROJECTS TEMPLATE

Topic moved to future Committee meeting.

AFFORDABLE EMPLOYEE HEALTHCARE (AHC) COMMITTEE UPDATE

Hintz discussed the formation of the AHC Committee due to the 9% premium increase received for the 2021 health plan by the current carrier, Group Health Trust. With the help of Jacob Syndergaard/Cottingham & Butler, the Committee went out to bid for the health plan and have decided to proceed with Aspirus Health Plan for 2021. Hintz notes the county will be adding an HSA (Health Savings Account) plan option for 2021 which would include an employer contribution. Hintz states the changes to the 2021 plan will be a cost savings to the county and will provide additional benefit options to employees. Smith discussed the additional funds added to the 2021 budget for health insurance in the amount of \$150,000 and notes depending on the options the employees pick during open enrollment, an additional \$25,000 could be needed. Charbarneau notes that this would be a worst case scenario and feels in the end, cost savings will be found with the new HSA plan.

2021 OPEN ENROLLMENT UPDATE

Lueneburg discussed the 2021 open enrollment process underway, noting that educational Zoom meetings are being held with good attendance, and about 20% of employees have already responded with their choices. Lueneburg feels the Zoom meetings have been helpful and employees are asking a lot of great questions. After open enrollment is completed, a final count of plan choices will be provided to the Committee along with the final savings or additional costs of the 2021 selections.

HEALTH SAVINGS ACCOUNT (HSA) PLAN

- **ADMINISTRATION OF PLAN BY FINANCE DEPARTMENT:** Smith reviewed the employer contributions for each HSA plan type. Previously the county had set up the one time and annual amounts to be distributed quarterly. Smith would like to propose issuing the one-time and annual HSA amounts differently, with 50% of the funds to be issued on the 2nd payroll of 2021 and the other 50% to be issued in the 13th payroll of 2021. Smith feels this will be easier on her office and will also incentivize employees to enroll on the HSA plan since funds will be available to employees earlier in the year in the event bigger bills are incurred early on in 2021. Discussion held. Motion by Holewinski to approve the HSA plan withholdings as presented. Second by Fried. Smith discussed the match contribution and the employee's ability to change their contribution portion throughout the year. Based on a meeting with Associated Bank, Smith proposes employees be allowed the ability to change their withholdings five times throughout the 2021 calendar year, with deadlines for contributions changes to be submitted to Finance by January 20th, February 3rd, April 28th, August 4th and October 27th of 2021. Fried feels this many opportunities for employees to change their HSA contributions will be a burden on the Finance Office and suggests reducing to quarterly. Fried also suggested not allowing the second match and annual contribution to take place until September 2021 (rather than July 2021). Hartman feels delaying employer contributions and limiting chances for employees to change their contributions may deter employees from enrolling on the HSA plan. Smith feels down the road, her office could change the employer contribution to biweekly but for the next year or two, doing a lump sum to get employees going on the HSA plan will encourage employees to enroll. Charbarneau discussed allowing employees to do deposits into their HSA account from their PTO payouts. Motion by Holewinski to proceed with the proposed employer contribution schedule and allow employees to change their HSA contributions five times per year. Second by Fried. All Committee members voting 'Aye' on both motions. Motions carried.

- **ASSOCIATED BANK CONTRACT FOR FEES AND SERVICES:** Smith reports that Associated Bank will be waiving any HSA account fees for the first two years, which normally runs \$2.00 per month per account for unbundled accounts. Smith feels the Affordable Healthcare Committee should look at bundling the HSA plan with other plans (such as Flexible Spending Accounts) in order to save on Associated Bank fees. Smith notes the proposed contract allows the county to pull the HSA accounts out of Associated Bank at any time. Smith also notes that it is at the county's discretion regarding who pays HSA fees (county or employee). Motion by Holewinski to approve pending Corporation Counsel reviewing contract. Second by Paszak. All Committee members present voting 'Aye'. Motion carried.

PLAN DESIGN AND NETWORKS FOR RETIREE HEALTH PLANS

Charbarneau discussed the health plan options for retirees that were grandfathered on the older Plan A, B and C options. Charbarneau notes that no retirees remain on Plan A but two retirees remain on Plan B. Charbarneau says based on the higher 2021 Plan B premiums, she would like to look at options to move the two remaining Plan B participants to Plan C and find a way to make them whole, while still saving the county money from paying the higher Plan B premium. Charbarneau discussed the differences between Plan B and Plan C, noting the additional \$450 out-of-network maximum when moving from Plan B to Plan C. Discussion held. Motion by Holewinski to approve the retiree plan benefit change from Plan B to Plan C. Second by Fried. Charbarneau says her office will manage this change and in the event a portion or all of the \$450 additional funds are needed for the retiree plans moved from Plan B to Plan C, she will bring a voucher request to the Committee. All Committee members voting 'Aye' on motion. Motion carried.

HEALTH INSURANCE PLAN OVERVIEW

Charbarneau provided a summary of the 2021 health plan design to the Committee for the Traditional HRA (Health Reimbursement Account), High Deductible HRA, and HSA (Health Savings Account) plans. Charbarneau discussed the difference between plans for the pharmaceutical benefit and employee options to use local pharmacies rather than the previously required mail-order option.

FUTURE MEETING DATES

November 24, 2020 at 9:00 a.m.
December 9, 2020 9:00 a.m. - CANCELED
December 22, 2020 9:00 a.m.

FUTURE AGENDA TOPICS

LRES Projects Template

PUBLIC COMMENTS

No public present for comments.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:51 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

12-22-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

12-22-2020
Date