

LRES (LABOR RELATIONS & EMPLOYEE SERVICES) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
December 1, 2020 9:00 a.m.

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chairman, Billy Fried/Vice-Chairman, and Dave Hintz (via Zoom).

LRES COMMITTEE MEMBERS ABSENT: Scott Holewinski and Sonny Paszak (both excused).

ALSO PRESENT: Lisa Charbarneau (LRES); Darcy Smith (Finance); Mike Romportl (Land Information).

CALL TO ORDER AND CHAIRMAN’S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 9:00 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 Fried, second by Cushing to approve the agenda for today's meeting. All aye; motion carried.

PUBLIC COMMENTS

There was no public present in the County Board Room and no one on Zoom indicated that they had a public comment.

VOUCHERS, REPORTS AND BILLS

None.

CASH-IN-LIEU OF GROUP MEDICAL INSURANCE

Charbarneau distributed an email from Jacob Syndergaard of Cottingham Butler regarding the ability to offer an incentive for employees to leave the County's group medical plan and move on to Medicare. Syndergaard had proposed the situation to the compliance team at Cottingham Butler. The compliance team indicated that Medicare Secondary Payer (MSP) rules prohibit employers with twenty or more employees from directly or indirectly incenting individuals who are Medicare-eligible to enroll in Medicare instead of in the employer's group health plan. This would include things such as offering opt-out incentives, offering to pay for Medicare premiums or supplements, allowing Medicare premiums to be paid on a pre-tax basis through a cafeteria plan, or charging Medicare-eligible individuals more to enroll in the employer's plan. Directly or indirectly incenting Medicare-eligible individuals not to enroll in the employer's group health plan could result in the following penalties: Civil penalties of up to \$5,000 per violation; an excise tax of 25% of the employer's expenses incurred during the calendar year for each group health plan to which they contribute.

Discussion followed. The committee agreed that any future thoughts or ideas regarding the possibility of the County and employee saving money on health insurance should be investigated. If an option presents itself as a possibility it should be brought back to committee for review.

FUTURE MEETING DATES

December 14, 2020 8:30 a.m. – joint meeting with Facilities Committee

December 22, 2020 9:00 a.m.

January 6, 2021 9:00 a.m.

January 20, 2021 9:00 a.m.

PUBLIC COMMENTS

No public in the County Board Room and no one on Zoom indicated they wanted to make a public comment.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 9:00 a.m.

/s/Ted Cushing
Ted Cushing, Chairman

12-22-2020
Date

/s/Lisa Charbarneau
Lisa Charbarneau, Committee Secretary

12-22-2020
Date