

HEALTH INSURANCE ADHOC COMMITTEE

DATE: Tuesday, June 16, 2020
TIME: 11:00 AM (or directly following County Board)
LOCATION: Courthouse
Room 114
400 Market St.
Wisconsin Rapids, WI

1. Call meeting to order
2. Declaration of quorum
3. Public comments
4. Approval of the minutes from last meeting
5. Health Insurance Presentation- Tim Deaton, The Horton Group
6. Discussion of Incentives & Structure of Benefits
7. PEHP Costing Discussion
8. Future agenda items
9. Set date for next meeting
10. Adjourn

Join by phone

+1-408-418-9388 United States Toll
Meeting number (access code): 146 406 2073

Join by WebEx App or Web

<https://woodcountywi.webex.com/woodcountywi/j.php?MTID=ma0d31b3e0d216db55fa72ccf55db0a15>
Meeting number (access code): 146 406 2073
Meeting password: HI0616

**HEALTH INSURANCE ADHOC COMMITTEE
MEETING MINUTES**

DATE: Tuesday, June 2, 2020
TIME: 11:00 a.m.
LOCATION: Courthouse – Room 114

PRESENT: Bill Clendenning, Ken Curry, Adam Fischer, Lance Pliml, Donna Rozar

OTHERS PRESENT (for all or part of the meeting): Kim McGrath, Kelli Quinnell, Brandon Vruwink, Heather Gehrt, Dennis Polach, Jordon Bruce, Marissa Laher, Jodi Pingel, Randy Dorshorst, Steve Kreuser, Reuben Van Tassel, Lisa Keller

The meeting was called to order by Supervisor Rozar at 11:01 a.m.

Public Comments: None.

There were no changes requested to the minutes from the last meeting and they were approved as presented.

Human Services Director Vruwink presented information to the Committee the impact of budgeting for contracted agency staff rather than budgeting for FTE's. Discussion ensued at length, specifically discussion regarding if the HHS Committee should handle this as the oversight committee or if this should be handled as a policy through the County Board. The consensus of the Committee was that this is a budgetary item that would be appropriately addressed with the oversight committee during budget time.

Human Resources Director McGrath provided the Committee with information regarding the current value of sick time from PEHP-eligible employees. The value is about \$4.1 million and that equates to approximately 150,000 sick hours of employees. McGrath stated that in 2019, but budget was \$500,000 and the amount spent was \$112,000. A brief discussion about the process for the PEHP budget ensued. Pliml asked McGrath to bring information to the next meeting on what the County has paid out for PEHP funds in the last 5-10 years.

The Committee discussed various options for benefits incentives, specifically incentivizing employees to take the High Deductible Health Plan (HDHP) that the County offers. Contributing funds to Health Savings Accounts (HSAs) was discussed as well an incentive for opting out of health insurance. McGrath stated that Patrick Glynn, from Carlson Dettmann, will have market information in regards to health insurance incentives at the July Operations Committee meeting and that Tim Deaton, from The Horton Group, can provide information at the next Committee meeting after County Board as well. Rozar asked McGrath to bring updated information on the number of employees enrolled in each of the health plans to the next meeting.

Agenda items for next meeting: Presentation from Tim Deaton
Discussion of Incentives & Structure of Benefits

The next meeting is on Tuesday, June 16, 2020 at 11:00 a.m. or immediately after County Board.

Chair Rozar declared the meeting adjourned at 12:06 p.m.

Minutes recorded and prepared by Kelli Quinnell. Minutes in draft form until approved at the next meeting.

WOOD COUNTY - POST EMPLOYMENT HEALTH PLAN (PEHP)

Policy: Employees hired prior to January 1, 2019 are eligible. The PEHP plan allows employees who have completed 15 consecutive years of service and qualify for WRS, to deposit up to 100 unused sick days in a personal fund. Employees who completed 10 consecutive years of service are eligible if over the age of 65. The County pays in 2% of the employees gross wage (all types of wages) each pay period who were hired prior to January 1, 2019.

As of 12/31/2019	# of Eligible Employees *	PEHP \$ *
Over 15 years of service	136	\$ 1,907,037
10 - 14 years of service	71	784,077
5 - 9 years of service	93	802,528
4 and less years of service	64	279,342
	<u>364</u>	<u>\$ 3,772,984</u>
 Current Plan Balance		 <u>\$ 4,196,000</u>

***Note: Non-exempt must be here 5 years to have sick accrual, on 12/31/2019 will have accrual, if hired prior to 1/1/2015 and if only started before 1/1/19 (no hired after 1/1/19 will receive Sick Time option). All exempt get an accrual right away if started before 1/1/2019.**

REVENUE - 2% Received from County

	Budget	Actual
2010	\$ 500,000	\$ 263,413
2011	\$ 500,000	250,177
2012	\$ 500,000	247,688
2013	\$ 500,000	497,839
2014	\$ 500,000	506,884
2015	\$ 500,000	516,357
2016	\$ 500,000	514,143
2017	\$ 500,000	515,211
2018	\$ 500,000	544,284
2019	\$ 500,000	531,353
		<u>\$ 4,387,349</u>
Average		<u>\$ 438,735</u>

EXPENSE - Paid Out

	Budget	Actual
2010	\$ 500,000	\$ 121,784
2011	\$ 500,000	374,434
2012	\$ 500,000	465,332
2013	\$ 500,000	200,953
2014	\$ 500,000	149,302
2015	\$ 500,000	259,300
2016	\$ 500,000	330,511
2017	\$ 500,000	293,096
2018	\$ 500,000	266,475
2019	\$ 500,000	112,830
		<u>\$ 2,574,017</u>
Average		<u>\$ 257,402</u>

6/4/2020 \$ 500,000 \$ 229,944

6/4/2020 \$ 500,000 \$ 17,663

There is no GASB pronouncement on the amount you need to budget. There are no notes indicating why 2% and \$500,000 budgeting.