

LINCOLN COUNTY
TRUSTEES, LINCOLN COUNTY EMPLOYEE HEALTH FUND
Lincoln County Service Center, 801 N. Sales Street, Merrill WI 54452, Room 257
Friday, September 9, 2016 at 9:00 am

AGENDA

1. Call to order
2. Elections of Officers
 - a. Chair
 - b. Vice Chair
 - c. Secretary
3. Approve minutes of previous meeting
4. Review of 2015 health plan performance and 2015 wellness program results
5. Approve Wellness Program and Health Facility Reimbursement for 2017
6. Set County Health Insurance Premiums for 2017
 - a. County Premiums
 - b. Employee Premiums
 - c. Retired Employee Premiums
 - d. COBRA Premiums
7. Set next meeting date
8. Adjourn

DISTRIBUTION:

Trustees, Lincoln County Employee Trust Fund: County Board Chair – Robert Lee (Chair of Committee), Personnel Committee Chair – Carl Vander Sanden, Finance Committee Chair – Robert Weaver, Finance Committee Members – Julie Allen, Garth Swanson, Greta Rusch, and Loretta Baughan

Other County Board Supervisors
Administrative Coordinator
Department Heads
Bulletin Board

News Media – Posted on _____ at _____ m. by _____
Courthouse – Posted on _____ at _____ .m. by _____
Tomahawk Annex – Posted on _____ at _____ .m. by _____
LCSC - Posted on _____ at _____ .m. by _____

There may be a quorum of other Lincoln County committees present at this meeting.

Requests for reasonable accommodations for disabilities or limitations should be made prior to the date of this meeting. Please do so as early as possible so that proper arrangements can be made. Requests are kept confidential.

GENERAL REQUIREMENTS:

1. Must be held in a location which is reasonably accessible to the public.
2. Must be open to all members of the public unless the law specifically provides otherwise.

NOTICE REQUIREMENTS:

1. In addition to any requirements set forth below, notice must also be in compliance with any other specific statute.
2. Chief presiding officer or his/her designee must give notice to the official newspaper and to any members of the news media likely to give notice to the public.

MANNER OF NOTICE:

Date, time, place, and subject matter, including subject matter to be considered in a closed session, must be provided in a manner and form reasonably likely to give notice to the public.

TIME FOR NOTICE:

1. Normally, a minimum of 24 hours prior to the commencement of the meeting.
2. No less than 2 hours prior to the meeting if the presiding officer establishes there is a good cause that such notice is impossible or impractical.

EXEMPTIONS FOR COMMITTEES AND SUB-UNITS:

Legally constituted sub-units of a parent governmental body may conduct a meeting during the recess or immediately after the lawful meeting to act or deliberate upon a subject which was the subject of the meeting, provided the presiding officer publicly announces the time, place, and subject matter of the sub-unit meeting in advance of the meeting of the parent governmental body.

PROCEDURE FOR GOING INTO CLOSED SESSION:

1. Motion must be made, seconded, and carried by roll call majority vote and recorded in the minutes.
2. If motion is carried, chief presiding officer must advise those attending the meeting of the nature of the business to be conducted in the closed session, and the specific statutory exemption under which the closed session is authorized.

STATUTORY EXEMPTIONS UNDER WHICH CLOSED SESSIONS ARE PERMITTED:

1. Deliberation of judicial or quasi-judicial matters. Sec. 19.85(1)(a)
2. Considering dismissal, demotion, or discipline of any public employee or the investigation of charges against such person and the taking of formal action on any such matter; provided that the person is given actual notice of any evidentiary hearing which may be held prior to final action being taken and of any meeting at which final action is taken. The person under consideration must be advised of his/her right that the evidentiary hearing be held in open session and the notice of the meeting must state the same. Sec. 19.85(1)(b).
3. Considering employment, promotion, compensation, or performance evaluation data of any public employee. Sec. 19.85(1)(c).
4. Considering strategy for crime detection or prevention. Sec. 19.85(1)(d).
5. Deliberating or negotiating the purchase of public properties, the investing of public funds, or conducting other specified public business whenever competitive or bargaining reasons require a closed session. Sec. 19.85(1)(e).
6. Considering financial, medical, social, or personal histories or disciplinary data of specific persons, preliminary consideration of specific personnel problems or the investigation of specific charges, which, if discussed in public would likely have an adverse effect on the reputation of the person referred to in such data. Sec. 19.85(1)(f).
7. Conferring with legal counsel concerning strategy to be adopted by the governmental body with respect to litigation in which it is or is likely to become involved. Sec. 19.85(1)(g).
8. Considering a request for advice from any applicable ethics board. Sec. 19.85(1)(h).

CLOSED SESSION RESTRICTIONS:

1. Must convene in open session before going into closed session.
2. May not convene in open session, then convene in closed session and thereafter reconvene in open session with twelve (12) hours unless proper notice of this sequence was given at the same time and in the same manner as the original open meeting.
3. Final approval or ratification of a collective bargaining agreement may not be given in closed session.

BALLOTS, VOTES, AND RECORDS:

1. Secret ballot is not permitted except for the election of officers of the body or unless otherwise permitted by specific statutes.
2. Except as permitted above, any member may require that the vote of each member be ascertained and recorded.

Motions and roll call votes must be preserved in the record and be available for public inspection.

USE OF RECORDING EQUIPMENT:

The meeting may be recorded, filmed, or photographed, provided that it does not interfere with the conduct of the meeting or the rights of the participants.

LEGAL INTERPRETATION:

1. The Wisconsin Attorney General will give advice concerning the applicability or clarification of the Open Meeting Law upon request.
2. The municipal attorney will give advice concerning the applicability or clarification of the Open Meeting Law upon request.

PENALTY:

Upon conviction, any member of a governmental body who knowingly attends a meeting held in violation of Subchapter IV, Chapter 19, Wisconsin Statutes, or who otherwise violates the said law shall be subject to forfeiture of not less than \$25.00 nor more than \$300.00 for each violation.

Lincoln County
Trustees, Lincoln County Employee Health Fund
Lincoln County Service Center
801 N. Sales St. – Room 248
Tuesday, November 10, 2015 at 7:30 a.m.

- 1. Call to order** – Meeting called to order at 7:30 a.m. by Chairman Lee
Members Present – Lee, Swanson, Allen, Alber, Lussow and Weaver
Others Present – Scholz

- 2. Approve Minutes of previous Meeting** – M/S Alber/Lussow to approve Minutes of October 9, 2015 as printed – all voting aye.

- 3. Resolution “Designation of First Merit Bank, N.A. as a provider for treasure management products/services”:** Randy explained the need for the resolution because of the Affordable Care Act and the need to designate First Merit Bank as a provider for our treasury, management, production and services. Motion by Lussow, Second for Alber to approve and move to the County Board – all voting aye.

- 4. Set next meeting date: Call of the chair.**

- 5. Adjourn at 7:31 a.m.** by M/S Lussow/Alber - all voting aye.



LINCOLN COUNTY

ADMINISTRATION DEPARTMENT

Lincoln County Service Center

801 N Sales St, Ste 205

Merrill, WI 54452

Tele. (715) 539-1010

Fax (715) 539-8052

Randy Scholz
Administrative Coordinator

Jacque Krause
Human Resources Specialist

Sharon Prasnicky
Human Resources Specialist

Lincoln County Health Facility Reimbursement Request

Employee name _____ Co Dept _____

Phone # _____

Employee home address _____

City _____ State _____ Zip code _____

Six-month period requested: 1/1/____ - 6/30/____

7/1/____ - 12/31/____

By making this request, I am certifying that I have made payments equal to or exceeding the amount requested below (during the 6 month period referenced above) for purposes of use/access to health enhancement facilities to:

Name of facility: _____

Facility street address: _____

City: _____ State: _____ Zip code: _____ Phone #: _____

Amount Requested: _____ (\$120 maximum)

- County employees (who work the minimum number of hours to be eligible for county benefits) will receive reimbursement of up to \$20 per month based on proof of membership/payment at a health facility for their membership or their spouse's membership. There will be two reimbursement periods: January 1 to June 30 and July 1 to December 31.
- Reimbursement requests must be submitted within 30 days of the end of the six-month period that you are requesting reimbursement. (Example: For the reimbursement period 1/1/16 – 6/30/16, request must be submitted by 7/31/16) Late requests will not be paid.
- Proof of payment must be included when submitting claims. Some examples are credit card receipts stating the fitness facility name, receipts from the fitness facility, letter from the fitness facility on official letterhead. You must provide proof of payment for the entire amount for which you are requesting reimbursement. Reimbursement for the same payment will not be made to two employees residing in the same household except to the extent that the payment exceeds the allowable pre-employee reimbursement amount.

I certify that the information on this form and all supporting documents are complete, accurate and unaltered. I affirm that in good faith a family member or I have regularly attended the health facility for which I am claiming reimbursement. I am aware this reimbursement is taxable income and will be subject to income tax.

Employee signature: _____ Date: _____

If you have any questions regarding the health facility reimbursement, please contact Administration at 715/539-1013.

Proposed 2017 Employee Contributions

Plan Options/Coverage	Standard EE Contribution (not participating in the Wellness Program)	Wellness Participation EE Contribution		Wellness Goal EE Contribution Meets Score Criteria 70 or Improves by 5 points (met goal)
		Participates in Screening and HRA. Score below 70 (goal not met)	Tobacco	
	EEOC prohibits maximum incentive off of the base premiums to exceed 197.05 S/394.10 F non-tobacco or 328.42 S/656.83 F tobacco - Less \$20 for facility membership			
<u>Option 1 - \$750 Plan</u>				
Single	\$250.00	\$146.00	\$219.00	\$73.00 \$109.50
Family	\$554.00	\$360.00	\$540.00	\$180.00 \$270.00
<u>Option 2- HSA Plan</u>				
Single	\$120.00	\$60.00	\$90.00	\$30.00 \$45.00
Family	\$300.00	\$150.00	\$225.00	\$75.00 \$112.50

Proposed 2017 Premium Equivalents

Option 1	Standard - FULL "Premium"
Single	\$735.53
Family	\$1,912.39

Proposed 2017 Lincoln County Contributions

Option 1	Standard - FULL "Premium"
Single	\$665.00
Family	\$1,664.00

Option 2	Standard - FULL "Premium"
Single *	\$656.83
Family	\$1,707.76

Option 2	Standard - FULL "Premium"
Single *	\$667.00
Family	\$1,664.00

*Incentive Maximum: 30% of TOTAL cost of low cost, single offering = \$197.05 - \$20 for gym membership = \$177.05. Max family is 2x this amount = \$394.10 - \$20 for gym membership \$374.50. For Tobacco determined by questionnaire only, the amount can be up to 50% of total of low-cost, single amount. This is \$328.42 - \$20 for gym = \$308.42 for Single and \$656.83 - \$20 for gym = 636.83 for Family.

Proposed 2017 Premium for Retired Employees

Option 1	Standard - FULL "Premium"
Single	\$735.53
Family	\$1,912.39

Proposed 2017 Premium for COBRA - Premium + 2%

Option 1	Standard - FULL "Premium"
Single	\$750.24
Family	\$1,950.64

Option 2	Standard - FULL "Premium"
Single *	\$656.83
Family	\$1,707.76

Option 2	Standard - FULL "Premium"
Single *	\$669.97
Family	\$1,741.92