

LINCOLN COUNTY
Trustees, Lincoln County Employee Health Fund
Friday, October 09, 2020 at 8:30 a.m. or immediately following Finance and Insurance Committee

Meeting Location: Room 257/Government Services Center 801 N. Sales St., Merrill, WI 54452
Via Teleconference and In-Person Attendance

In-Person Attendance: Due to public health recommendations regarding COVID-19 and mass gatherings, you are encouraged to attend by phone. For those attending in person, please observe social-distancing by staggering your arrival time and by maintaining spacing between attendees of at least 6 feet. Attendees should spread out around the perimeter of the room. Consistent with Governor Evers' Emergency Order #1 (Executive Order #90), face coverings will be required of all attendees with the limited exceptions set forth in Emergency Order #1.

Teleconference Attendance: Persons wishing to attend the meeting by phone may call into the telephone conference beginning ten minutes prior to the start time indicated above using the following number:

Conference Call: 1 424-257-3407
Access Code: 100 743 054#
Meeting ID: meet.google.com/yaa-eenk-sbv

The teleconference cannot start until the host (department head) dials in and enters the host password.

All public participants' phones, microphones and chat dialog boxes will be muted or disabled during the meeting. If "public comment" appears on the agenda, before the meeting is called to order, the clerk will ask teleconference attendees whether any public comment is being offered. When called upon by the clerk or chair, any person offering public comment should state their name and comments.

Agenda

1. Call meeting to order
2. Approve Minutes from Previous Meeting – 9/13/19
3. 2021 Health Plan Strategy Presentation
4. Set Health Insurance Premiums for 2021
 - a. County Premiums
 - b. Employee Premiums
 - c. Retired Employee Premiums
 - d. COBRA Premiums

DISTRIBUTION:

Administrative & Legislative Committee Members – Kevin Koth (Chair), Bob Weaver (Electronic), Julie Allen (Electronic), Norbert Ashbeck, Greta Rusch, and Gene Simon

Administrative Coordinator

Other County Board Supervisors

Department Heads

Service Center – Posted on _____ at _____ .m. by ____
News Media - Notified on _____ at _____ .m. by ____

While there may be a quorum of the following committees present, no committee business will be conducted at this meeting:

Finance & Insurance Committee

Land Services Committee

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.
3. 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 Street, Merrill WI 54452, Room 248
Friday, September 13, 2019 at 8:30 a.m. or immediately following Finance and Insurance
Committee

Members Present: Robert Weaver, Frank Saal, Julie Allen, Norbert Ashbeck, Greta Rusch, Corey Nowak

Members Absent: Robert Lee

Visitors: Jason Hake, Dan Leydet, Corey Palmer, N.L. Bergstrom, Nathan Walrath

1. **Call to Order:** Meeting called to order at 9:10 a.m. by Chair Lee.
2. **Approval of minutes from previous meetings – 09/07/18** Motion by Allen to approve the previous meeting minutes, second by Nowak. All ayes. Motion carried.
3. **Approve Health Insurance Plan Design Changes for 2020:** Corey Palmer from M3 Insurance presented on the health plan design changes proposed for 2020. When the Lincoln County team started looking at health insurance options for 2020 it included both plan design changes and premium increases, in order to get the funding to a sustainable level. With Pine Crest transitioning to NCHC it saved about 11.5% in additional funding. As a result, the County only needed to make either plan design changes or significant premium increases.

Motion by Weaver to approve the health insurance plan design changes for 2020, second by Allen. All ayes. Motion carried.

4. **Set Health Insurance Premiums for 2020**
 - a. **County Premiums**
 - b. **Employee Premiums**
 - c. **Retired Employee Premiums**
 - d. **COBRA Premiums**

Jason reviewed the recommended premium schedule with the committee for 2020. The premium structure will be simplified due to no longer having the wellness program and Pine Crest employees on the Lincoln County health plan. There will be no increase in premiums for 2020.

Motion by Weaver to approve the premium schedule, second by Nowak. All ayes. Motion carried.

5. **Set Next Meeting Date:** Call of the Chair.
6. **Adjourn:** Motion by Nowak, Second by Allen to adjourn. All ayes.

Minutes prepared by Jason Hake, Administrative Coordinator

2021 LINCOLN COUNTY HEALTH INSURANCE PREMIUMS - 15% Premium Increase

Option 1 - Traditional Plan 10.08%

Employees Only	Employee Premium		Employer Premium		Total Premium		
	Per Month	Per Pay Check	Per Month	Per Pay Check	Per Month	Per Pay Check	Annually
%							
75-100	\$ 90.00	\$ 45.00	\$ 803.00	\$ 401.50	\$ 893.00	\$ 446.50	\$ 10,716.00
50-74	\$ 292.00	\$ 146.00	\$ 601.00	\$ 300.50	\$ 893.00	\$ 446.50	\$ 10,716.00

Option 1 - Traditional Plan 9.95%

Family	Employee Premium		Employer Premium		Total Premium		
	Per Month	Per Pay Check	Per Month	Per Pay Check	Per Month	Per Pay Check	Annually
%							
75-100	\$ 222.00	\$ 111.00	\$ 2,009.00	\$ 1,004.50	\$ 2,231.00	\$ 1,115.50	\$ 26,772.00
50-74	\$ 728.00	\$ 364.00	\$ 1,503.00	\$ 751.50	\$ 2,231.00	\$ 1,115.50	\$ 26,772.00

Option 2 - HDHP Plan 4.40%

Employees Only	Employee Premium		Employer Premium		Total Premium		
	Per Month	Per Pay Check	Per Month	Per Pay Check	Per Month	Per Pay Check	Annually
%							
75-100	\$ 37.00	\$ 18.50	\$ 803.00	\$ 401.50	\$ 840.00	\$ 420.00	\$ 10,080.00
50-74	\$ 227.00	\$ 113.50	\$ 613.00	\$ 306.50	\$ 840.00	\$ 420.00	\$ 10,080.00

Option 2 - HDHP Plan 4.38%

Family	Employee Premium		Employer Premium		Total Premium		
	Per Month	Per Pay Check	Per Month	Per Pay Check	Per Month	Per Pay Check	Annually
%							
75-100	\$ 92.00	\$ 46.00	\$ 2,009.00	\$ 1,004.50	\$ 2,101.00	\$ 1,050.50	\$ 25,212.00
50-74	\$ 567.00	\$ 283.50	\$ 1,534.00	\$ 767.00	\$ 2,101.00	\$ 1,050.50	\$ 25,212.00

Retiree/Cobra

Opt. #1 Single
Opt. #1 Family

Retiree/COBRA	COBRA + 2%
\$934.00	\$953.00
\$2,427.00	\$2,476.00

Opt. #2 Single
Opt. #2 Family

Retiree/COBRA	COBRA + 2%
\$787.00	\$803.00
\$2,045.00	\$2,086.00