

Buffalo County Minutes

Committee/Board: Human Resources Committee

Date of Meeting: Monday, November 14, 2016

Electronic and Hard Copy Filing Date: Friday, November 18, 2016

Meeting was called to order by Chair Larry Grisen at 11:00 a.m.

BOARD MEMBERS PRESENT: Roll call was taken. Members present were: Mr. Larry Grisen, Ms. Nettie Rosenow, Mr. Michael Taylor, and Ms. Mary Ann McMillan Urell. Excused: Mr. Donald Hillert

OTHERS PRESENT FOR ALL OR PART OF THE MEETING: Ms. Sonya Hansen, Ms. Betty Sessions, Sheriff Michael Schmidtknecht, Investigator Lee Engfer, Deputy Sheriff Michael Osmond, Ms. Mindy Dale and Mr. Michael Backus. Ms. Kim Hurtz appeared via telephone.

MINUTES: Minutes of the previous meeting were tabled.

PUBLIC COMMENT REGARDING POSTED AGENDA ITEMS:

No public comments were received.

REVIEW/DISCUSSION/ACTION – 2017 HEALTH INSURANCE:

Ms. Kim Hurtz reviewed the GHT/WCA Group Health Trust proposal with the Committee with a 6.5% increase due to the claims experience of the group. Ms. Hurtz indicated that without making changes to the plan, the increase would be 15%. She indicated that the Alliance network incorporated Gunderson Lutheran and the Strators network incorporated other providers. Ms. Hurtz encouraged the use of the Neighborhood Clinics for routine maintenance issues. She indicated that when employees use this clinic, the employee is not subject to the deductible or co-payments and the bill is entirely paid by them.

A motion was made by Mr. Taylor seconded by Ms. Rosenow to accept the proposal submitted by GHT/WCA Group Health Trust as presented with the 6.5% increase. A copy of the renewal plan is incorporated herein and to become a part of these minutes. Motion carried with all members voting yes.

Mr. Grisen informed the Committee members that they will continue discussion later in this meeting on any adjustment to the wage scales since it was necessary to finalize the health insurance costs first.

REVIEW/DISCUSSION/ACTION – THE COMMITTEE MAY GO INTO CLOSED SESSION TO DISCUSS WPPA/LEER NEGOTIATIONS:

Mr. Grisen made a motion to go into closed session, seconded by Mr. Taylor. Ms. McMillan Urell-yes, Ms. Rosenow-yes, Mr. Grisen-yes and Mr. Taylor-yes. Motion carried.

Ms. McMillan Urell made a motion to return to open session, seconded by Ms. Rosenow. Mr. Taylor-yes, Mr. Grisen-yes, Ms. Rosenow-yes and Ms. McMillan Urell-yes. Motion carried.

No action taken.

REVIEW/DISCUSSION/ACTION – 2017 HEALTH INSURANCE CONTINUATION:

Ms. Sessions informed the Committee members that the CPI was .67% and provided cost information to add this percentage to step 4 of our current Job Classification/Pay Grade scales for Non-Represented Employees and populate the percentages in each step.

Ms. Hansen indicated that she would be bringing a proposal to look at scales/steps for the Communication/Correction Officers at the December meeting. Ms. Hansen indicated that she has a meeting scheduled with Ms. Sessions to review language changes to convert Communication/Correction Officers vacation/sick leave to PTO to be consistent with other employees.

A motion was made by Ms. Rosenow seconded by Ms. McMillan Urell to recommend a .67% increase to the non-represented courthouse employees, excluding the Communication/Correction Officers and proposed 2017 Highway Skilled Craft Technicians. Motion carried.

REVIEW/DISCUSSION/ACTION – THE COMMITTEE MAY GO INTO CLOSED SESSION TO DISCUSS WPPA/LEER NEGOTIATIONS:

Mr. Grisen made a motion to go into closed session, seconded by Mr. Taylor. Ms. McMillan Urell-yes, Ms. Rosenow-yes, Mr. Grisen-yes and Mr. Taylor-yes. Motion carried.

Mr. Grisen made a motion to return to open session, seconded by Mr. Taylor. Mr. Taylor-yes, Mr. Grisen-yes, Ms. Rosenow-yes and Ms. McMillan Urell-yes. Motion carried.

No action taken.

PUBLIC COMMENTS NOT REGARDING AGENDA ITEMS:

No comments were received.

ADJOURNMENT: A motion was made by Mr. Taylor seconded by Ms. Rosenow to adjourn the meeting at 4:05 p.m. Motion carried.

Respectfully Submitted,

Sonya J. Hansen, Recording Secretary



WCA GROUP HEALTH TRUST

Buffalo County

(1/01/17)

	Current Plan Benefits		Renewal Plan Benefits	
PPO Network	UHC Options		Alliance/Strators	
Deductible				
In Network	\$1,000/2,000		\$1,500/3,000	
Out of Network	\$2,000/4,000		\$3,000/6,000	
Coinsurance				
In Network	100%		100%	
Out of Network	70%		70%	
Maximum Out of Pocket (Medical & Coinsurance Only)				
In Network	\$1,000/2,000		\$1,500/3,000	
Out of Network	\$2,000/4,000		\$4,000/8,000	
Maximum Out of Pocket With Copays (not including Rx copays)				
In Network	\$3000/6000		\$3000/6000	
Out of Network	Unlimited		Unlimited	
	In Network	Out of Network	In Network	Out of Network
Hospitalization	100%	70%	100%	70%
Office Visit(s)	\$20/Ded/100%	\$20/Ded/70%	\$25/Ded/100%	\$50/Ded/70%
Specialist Office Visit(s)	\$20/Ded/100%	\$20/Ded/70%	\$25/Ded/100%	\$50/Ded/70%
Chiropractic Office Visits(s)	\$20/Ded/100%	\$20/Ded/70%	\$25/Ded/100%	\$50/Ded/70%
Physical, Occupational, Speech Therapy	\$20/Ded/100%	\$20/Ded/70%	\$25/Ded/100%	\$50/Ded/70%
Urgent Care	Ded/100%	Ded/70%	\$40/Ded/100%	\$80/Ded/70%
Emergency Room Care	\$150/Ded/100%	\$150/PPO Ded/100%	\$200/Ded/100%	\$200/PPO Ded/100%
All Other Medical Services	Ded/100%	Ded/70%	Ded/100%	Ded/70%
High Tech Imaging Coverage	\$100/Ded/100%	\$100/Ded/70%	\$100/Ded/100%	\$100/Ded/70%
Pharmacy				
Drug Plan (Rx Changing to CVS/Caremark)	\$0/10/25/50/100-Retail (34 Days) \$0/30/75/150/200-Retail (35-90 Days) \$0/20/50/100/200-Mail Order (90 Days) \$0 Copay for Diabetic Supplies		\$0/10/30/60/100-Retail (30 Days) \$0/30/90/180-Retail (31-90 Days) \$0/20/60/120-Mail Order (90 Days) Copays will Apply to Diabetic Supplies Specialty Drugs limited to 30 Day supply	
Mandatory Generic or Mail Order	Yes			
Maximum Out of Pocket (Pharmacy Only)	\$3000/6000		\$3,500/7,000	
Premium Rates- Health	+15%		+6.5%	