

The meeting was held in the Vilas County conference rooms with the following members present: Stephen Favorite, Linda Thorpe and David Alleman. Others present: Jack Damos – Meyer & Associates Insurance Co., Wendy Harings – WPS Health Insurance; Vilas County Corporation Counsel Martha Milanowski and Kristine Duening – Vilas County Payroll & Accounts Clerk.

Quorum present and proper meeting notices were both verified.

Call to order:

This meeting was called to order at 11:00 A.M. by Chairman Favorite.

Approve agenda to be discussed in any order by the Chair:

Motion by Thorpe, 2nd by D. Alleman to approve the agenda. All voted aye. Carried.

Approve previous minutes of September 22, 2010:

Motion by L. Thorpe, 2nd by D. Alleman to approve the minutes of the September 22, 2010 meeting as presented. All voted aye. Carried.

Health insurance financial report:

The Health Insurance Fund 2011 financial report was presented and discussed. The account balance ending on 6/3/2011 totals \$1,730,082.75, which indicates a fund balance increase of over \$200,000.00 compared with the prior year report.

WPS Health Insurance activity report:

J. Damos and W. Harings presented the 2011 health insurance activity report. Aggregate claim amounts have decreased but high cost claims have increased. W. Haring reported that overall claims were less than previously forecast at the time of renewal. The decrease indicates that Vilas County may be reaping the benefits of the Care Management program, which has saved the county \$84,000.00 in costs since being instituted. J. Damos reminded the committee that claims forecasts were based upon expected claims and not on prior year total claims. High cost claims were examined and discussed. Average claim cost is running 56% above WPS averages due to the high cost claims. Mid-range claims continue to be above industry norms and are attributable to the average age of the group insured. The average hospital stay for the group is shorter than normal but emergency room usage continues to be at significantly higher levels. This in part is due to the lack of local urgent care facilities that are open nights and weekends. The MEDCO prescription drug program resulted in a rebate to the county of \$11,480.00. It was also reported that network utilization rates exceeded 96%. The subrogation program offered by WPS resulted in the county recovering over \$25,000.00 in previously paid benefits. S. Favorite asked about billing error recoveries. W. Haring stated that WPS would be offering that service through a third party at the time of renewal.

Delta Dental Insurance renewal/rates:

K. Duening provided the Delta Dental renewal rates. A Delta Dental representative will be at the Courthouse later in July to speak to plan members and to enroll any new members.

Status of insurance revisions:

K. Duening reported that Vilas County recognized nine classes of employees with regards to health insurance benefits. Recent bargaining unit contract agreements will

result in benefit changes to three of those classes. The upcoming renewal was discussed at length. It was recommended that the renewal meeting include the Personnel Committee in an effort to better inform those committee members regarding the health insurance benefit. Various health plan types and benefit packages will be presented at that meeting. J. Damos explained the benefit to Vilas County of maintaining a self insured plan as compared to a fully insured health plan. Plan costs are significantly less and the County maintains a higher level of control over those costs. The idea of requiring non-county employed spouses who have access to employer provided health plans, to join those health plans as their primary health insurance, was discussed. It was explained that in those cases the county plan would be the secondary insurance which could result in a savings to the county.

Letters and communications:

Nothing presented.

Adjournment:

Motion by D. Alleman, 2nd by L. Thorpe to adjourn. All voting aye. Carried. Meeting adjourned at 12:27 P.M.

Respectfully submitted.

David R. Alleman
Vilas County Clerk

Minutes reflect the recorder's notations and are subject to approval by the appropriate board or committee.