

Call to order:

This meeting was called to order in the Vilas County conference rooms at 2:03 P.M. by Chairman Stephen Favorite with the following members present: Linda Thorpe and David Alleman. Others present: Janna Kahl, Kris Duening, Jason Hilger. Jack Damos and Wendy Harings. Quorum present and proper meeting notices were both verified.

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

Motion by S. Favorite, 2nd by L. Thorpe to approve the agenda. All voted aye. Carried.

Approve minutes of September 7, 2012 meeting:

Motion by L. Thorpe, 2nd by D. Alleman to approve the minutes of the September 7, 2012 meeting as presented. All voted aye. Carried.

2013 health plan rates – County and participants costs:

a. Tier 1 and Tier 2 deductibles and co-pays:

The Chair summarized the September 7th renewal meeting, citing the favorable 1% increase in health plan rates brought to the table by WPS. The Chair agrees that the health insurance fund can absorb the additional plan cost, eliminating the need to increase the County's share of that benefit cost. He asked the board for their opinions regarding thoughts of increasing deductible and co-pay rates for employees. J. Kahl recommends not increasing costs borne by employees – that action would only be viewed as another takeaway. J. Damos presented a cost analysis indicating that lower cost could be realized by raising Tier 1 deductibles to \$750 single/\$1,500 family and Tier 2 to \$3,000 single/\$6,000 family. J. Kahl again recommended no change in existing deductible amounts for either tier of coverage. She also recommended maintaining the current rate of percentages which determine the contribution amounts paid by plan participants.

Motion by D. Alleman, 2nd by L. Thorpe to take the following actions:

Maintain existing health plan Tier 1 and Tier 2 deductible and co-pay amounts.

Maintain the existing percentage rate of health plan contributions paid by plan participants.

Permit the health insurance trust fund to absorb the \$26,000.00 increased cost of the 2013 health plan renewal. All voted aye. Carried. J. Kahl noted that additional language needed to be included in annual enrollment applications to allow for Tier 2 participants to enroll into Tier 1, after meeting certain WRS contribution requirements. Corporation Counsel will need to research applicable labor contract language.

b. Specific deductible amount:

J. Damos explained that the County's current specific deductible amount of \$150,000.00 could be increased to \$180,000.00 as a method of decreasing plan costs. This type of strategy has been employed by the County in the past. J. Hilger stated that the County needed to balance fixed cost savings with the potential of higher claim costs. He doesn't feel that the proposed cost savings justifies the increased risk to the health fund balance. D. Alleman suggested that due to the current substantial fund balance carried in the Health Insurance Funds, additional funds could be drawn upon to "buy down" health insurance budgeted expenses, as a method of reducing the county budget. **By consensus of the Committee, there will be no increase in the County's specific deductible amount of \$150,000.00.**

RIF COBRA Tier 3:

J. Damos presented proposed Tier 3 costs. If the voluntary reduction in force resolution is adopted, Tier 3 may be offered to participants searching for less expensive insurance options under COBRA. J. Kahl recommended that COBRA under the proposed RIF program is restricted to Tier 1.

Letters and communications:

Nothing presented.

Set next meeting date and time:

The next meeting date remains to be determined.

Adjournment:

The Chair adjourned the meeting at 2:53 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.