

Call to order:

This meeting was called to order in the Vilas County conference rooms at 9:01 A.M. by Chairman Stephen Favorite with the following members present: Linda Thorpe and David Alleman. Others present: Janna Kahl and Kris Duening. Quorum present and proper meeting notices were both verified.

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

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

Approve minutes of September 17, 2012 meeting:

Motion by L. Thorpe, 2nd by S. Favorite to approve the minutes of the September 17, 2012 meeting as presented. All voted aye. Carried.

Additional Tier Health Plan Options:

J. Kahl presented options for providing various levels of health coverage costs, specific to hours worked, within the current Tier 1 health coverage plan. In essence, employees working less than full time would continue to be offered health coverage; employee contribution rates would increase as normal hours worked per pay week decreased. This concept was discussed at length. S. Favorite and D. Alleman favor lessening employee contribution costs for those employees working between 20 and 29 hours per pay week. J. Kahl recalculated contribution levels. **Motion by L. Thorpe, 2nd by D. Alleman to implement three levels of employee health insurance contributions, based upon regular hours worked per pay period, beginning January 1, 2013, as enumerated below:**

Plan 1: Three Employee Contribution Levels

Single and Family Plan 37.5 – 40 hours per week 5% contribution to health plan (Single); 10% Contribution to health plan (Family)

Single and Family Plan 30 – 37.4 hours per week 20% contribution to health plan

Single and Family Plan 20 – 29 hours per week 35% contribution to health plan

All voted aye. Carried.

J. Kahl requested that the committee also determine the length of time required for an employee, working additional hours greater than their norm (or reduced hours of their norm), becomes eligible to the affected level of health cost contributions. She recommends 60 days. This was discussed. **The consensus of the committee is that the Human Resources Director researches that particular issue and report back with a policy recommendation.** The ramifications of this policy with regards to current Zoning personnel were discussed. Last year, certain Zoning employees were required to work a 30 or 32 hour week over a 4 month period. Under the 3 level contribution plan, they would be required to contribute a higher percentage of plan costs when temporary hour reductions are again mandated, beginning this December. **Motion by D. Alleman, 2nd by L. Thorpe to exempt current Zoning employees from the requirement to pay a higher level of employee health plan contributions, based upon a decrease in weekly hours worked. New hires will not be eligible for this exemption. All voted aye. Carried.**

Telehealth Coverage:

Telehealth is a concept whereby a plan participant may confer with a health care provider via Skype or another method of audio/visual communication. Per WPS, billed costs for

this service are less than the costs of in-person office visits. . **Motion by D. Alleman, 2nd by L. Thorpe to request that WPS add this benefit to the County health plan, effective January 1, 2013. All voted aye. Carried.**

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 10:15 A.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.