

The Insurance Committee met on Tuesday, February 16, 2010 at 10:00 a.m. in Room 117 at the Courthouse. Members present were Truesdell, Abbott, Hofmeister, Milby, Doug Buhler, Linda Blumhoff, Jeanne Kull, and Marcia Widolf. Also present were Ray Rice and Kathy Morris from Williams-Manny Midwest, Tony Arduini, Sue Britt, Joel Horn, and Deb Workman.

1. Late enrollment issues were discussed. Clarification was requested on this matter by Mr. Horn. It was Mr. Horn's understanding that our enrollment was offered to employees only on a qualifying event or meeting eligibility requirements. However, we recently had an employee who missed the 31-day deadline for adding a new dependent and because of the contract wording with Health Alliance the dependent was able to be added. In Mr. Horn's opinion this wording which allows "late enrollment" is the same as allowing "open enrollment". Mr. Horn was requesting verification from the Committee on whether or not "open enrollment" is to be allowed. Mr. Horn was under the impression the County was trying to contain enrollment to keep costs down. It was the consensus of the Committee that the plan remain a "closed" plan and Mr. Rice will work with Health Alliance to correct the contract language.

Mr. Horn explained to the Committee his intention to provide information to all employees on insurance, life insurance dependents, W-4's, address changes, etc. Employees tend to forget the importance of keeping the Administrator's office informed of changes affecting these items.

2. Discussion was held on the \$80.00 per month payment to employees who decline health insurance coverage. Currently the \$80.00 is paid once a month to an employee and then withheld from their payroll check and placed in a 457 Plan. Mr. Horn explained the bookkeeping problems this causes his office. He would like to change the \$80.00 to a cash payment in an employee's check. It would be the employee's choice to take it as cash or have it go into a 457 plan currently available to all employees. Any employee who currently has a 457 Plan account funded by the \$80.00 per month can roll the balance over to the Deferred Compensation 457 Plan and continue their savings plan. Mr. Horn explained he would like to take a poll of the employees currently participating in the \$80 per month 457 Plan to see if there is any interest in receiving additional cash in their pay checks. It was the consensus of the Committee to have Mr. Horn proceed with his poll and to make necessary arrangements for changing the \$80.00 payment to a cash payout in payroll checks.
3. Discussion was held at length regarding ways to save money regarding health insurance issues. We have a 2 year contract with Health Alliance where there will be no increase in premium on July 1, 2010. Mr. Rice reported premium increases reported by Blue Cross Blue Shield are in the range of 20%-40%. Mr. Rice will check on the ability of the County in having a "spouse carve out". That would mean any spouse currently on the County's plan who has the ability to have his or her own coverage through their employer would not be eligible for coverage under the County's plan. Much of the discussion was held regarding the benefits of the "Health Risk Assessment" program which was offered by the County last May. This service was provided by the Health Department at no cost to covered employees and covered spouses. A "Health Risk Assessment" program could be made a requirement to an employee and a covered spouse as a term of employment. It was the consensus of those present that no savings would be recognized short term, but long term the assessment, if the assessment is followed up on, could save on potentially major treatments. Discussion was held on whether to offer incentives to employees who follow up on concerns noted in the "assessment" or to have "disincentives" for employees who ignore "assessment" concerns. Mr. Horn was instructed to provide questions to employees who represent the unions and other department reps to take a "straw poll"/survey on how employees would react to a required "health risk assessment" program. It was noted that all employees would not have to go to the Health Department for the required blood work. If an employee has results from his own doctor, that would be satisfactory. Information from the "straw poll"/survey should be returned to the County Administrator's office. If the majority of employees think a required "assessment" is a good idea, the entire Board will have to vote on this as this is a change in policy.

Mr. Rice was instructed to make some phone calls and see what type of increases are being given, but at this point in time, no change in carrier or coverage is anticipated.

4. Last year, the County agreed to “grandfather” in prescriptions that Health Alliance did not cover as Blue Cross Blue Shield did. This has affected one person. Mr. Horn asked the Committee if they wanted to continue this practice. During discussion, Kathy Morris noted that she is currently working with this employee on resolving the problem. No action was taken on this issue.
5. There being no further business, the meeting adjourned at 11:24 a.m.