

**HEALTH INSURANCE ADHOC COMMITTEE
MEETING MINUTES**

DATE: Tuesday, April 28, 2020

TIME: 11:00 a.m.

LOCATION: Courthouse – Room 114

PRESENT: Bill Clendenning, Ken Curry, Adam Fischer, Lance Pliml, Donna Rozar

OTHERS PRESENT (for all or part of the meeting): Kim McGrath, Kelli Quinnell, Brandon Vruwink, Ed Newton, Lisa Keller

The meeting was called to order by Supervisor Rozar.

Public Comments: None.

The Committee approved the minutes of the February 18th and March 12th meetings as presented.

Human Services Director Vruwink presented information on the Vacant Position Policy to the Committee. Vruwink stated that he solicited feedback from Department Heads and received an inquiry from Parks Director Schooley regarding if the policy would be based on a rolling year or if it would reset on January 1st each year.

Vruwink explained the background of the policy and why it was created. He further explained the costs Norwood and Edgewater incur when utilizing a staffing agency to fill vacancies and that the savings the policy would create would be allocated towards covering the staffing agency expenses.

Discussion ensued at length. Building in a trigger to the policy if the health fund balance became too low was discussed. Interim Finance Director Newton and Human Resources Director McGrath provided insight on the budgeting mechanism for the health fund. The consensus of the Supervisors was to get Department Head input on the policy resetting each year.

Motion (Clendenning/Fischer) to continue working on the draft Vacant Positions Policy. Motion carried unanimously.

Vruwink will put the new language into the draft Vacant Positions Policy and send it to McGrath for review.

The Committee reviewed the four recommendations that were decided upon at the last meeting to ensure that they still wanted to proceed with sending those to the Operations Committee. The four recommendations were:

- 1) Pay back the general fund
- 2) Eliminate the Retiree Health Insurance Plan option and only offer COBRA
- 3) Look into a PEHP buy-out
- 4) Consider paying employees to not take County health insurance

Chairman Pliml requested that McGrath provide the Committee with the number of employees that would potentially be impacted with a PEHP buy-out offering. Pliml and Committee Chair Rozar suggested that work is still done to pay back the general fund, however, to do it a little bit at a time with the uncertainty of the current pandemic.

The consensus of the Committee was to go forward with providing these recommendations to the Operations Committee. Rozar directed McGrath to put this item on the next Operations Committee agenda.

The Committee discussed the timeline of their recommendations. The consensus of the Committee was to keep their original timeline that coincides with the budget process. The Committee agreed to meet every three weeks.

Agenda items for next meeting: Presentation from Tim Deaton, The Horton Group
Presentation from Michael LaMont, WCA
Discuss plan design/network development

The next meeting date will be scheduled the week of May 18th. Once availability is obtained from Tim Deaton and Michael LaMont, a meeting date will be scheduled.

Chair Rozar declared the meeting adjourned at 12:00 p.m.

Minutes recorded and prepared by Kelli Quinnell. Minutes in draft form until approved at the next meeting.