

Insurance Committee

Meeting Minutes

March 4, 2011

The meeting was called to order at 8:31 AM

Members Present: Jeremy Ly, Eric Rasmusson, David Welter, Mike Throneburg, Dick Steele

Also Present: Dan Duffy, Sandy Pommier, Denise Kasper, Derek Wright, Susan Bates, Marcy Miller

A motion to approve the minutes from the February 4, 2011 meeting was made by Throneburg, seconded by Steele. Motion carried.

HR Director, Denise Kasper, presented the cash flow chart for the Health Insurance Fund.

Also presented were the claims as follows:

Administration Fee-\$38,279.39

Premiums-\$171,699.67

Life Insurance-\$605.81

Dental Insurance-\$270.86

Vision Insurance-\$511.73

A motion was made by Welter, seconded by Rasmusson to approve the claims as presented. Motion carried.

Kasper reiterated what auditor Tawnya Mack had stated while presenting the audit to the Finance Committee in regards to the suggestion of investing additional funds in the Health Insurance Fund. Treasurer Marcy Miller attended the meeting to discuss the matter and explained to the committee how the investments are currently being handled. Miller also provided the members with a copy of the Investment Policy for their review. The committee was pleased with Miller's current investment process and suggested looking into an automated system for obtaining rate quotes from several banks at time of renewal to be certain that the county is getting the best interest rate.

Derek Wright, Northern Insurance Company, presented the Renewal Timeline spreadsheets for the committee's review and awareness of what may need to be considered prior to the August 1, 2011 renewal of the county's insurance health plan. Wright outlined the timelines for the Plan Performance Review, Data Collection, RFP and Budget Development, Quoting, Renewal Recommendation, Plan & Carrier Change Selection, New Product & Provider Training, Plan Carrier Change Announcements, Open Enrollment and ID Cards and Info Packets. Wright also explained the stop loss and the annual maximum payouts for all claims.

The committee discussed different options for the plan and the financial impact on the county, the employees and the amount levied. Steele and Ly added that they were not in

favor of continuing to increase non union employee premiums due to them not receiving any annual raises since 2008. Ly also added that the county should consider that all county employees have the right to unionize and be aware of the consequences.

Throneburg suggested that a plan, to be reviewed each year, be made to benchmark the goals to be followed by all employees for better communication and understanding of the financial state of the county. County Administrator Dan Duffy stated that the Finance Committee had attempted to do a three year plan that was more directed at the EAV.

Committee Chairman Ly provided the committee with a document compiled by the National Association of State Personnel Executives (NASPE) which outlines the challenges and current practices in State employee healthcare. Ly stated that he felt it was informative about reducing health costs and the importance of wellness programs.

Kasper told the committee that 18 employees participated in the CPR/AED training provided by the county.

A motion to adjourn was made by Welter, seconded by Steele. Motion carried.