

**HEALTH CARE COMMITTEE
SHERIFF'S CONFERENCE ROOM
WEDNESDAY, SEPTEMBER 13, 2023
3:00 PM
MINUTES**

1. **Call to Order.** – Called to order at 3:00.
2. **Roll Call.** – Melissa Andrews (ch), Lisa Jording (vc), Cayla Comens, Matt Noar, Paul Wilkins, John Krug, Chuck Nagel, and Dave Meinhold were all present. Brittany Crisman and Marshall Smith were excused. J.T. Gentes, Charlie Schlossler, and Jerry Smith (alternate) were not present. Jason Boothe with SRM and County Clerk Dawn Kupfer were also in attendance.

3. **Approval of Minutes**

- a. Approval of August 9, 2023 Minutes

Motion to approve the August 9, 2023 minutes as submitted made by Matt Noar, seconded by Dave Meinhold. Motion to approve as submitted unanimously carried.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund as of 9/14/23:	\$ 779,657.80
Health Care Plan Fund:	\$ 15,599.96
Total of Funds as of 9/14/23:	\$ 795,257.76

6. **Appointments** – None, however, the reappointments of Brittany Crisman, Lisa Jording, and Chuck Nagel will need to be on the November Health Care Agenda to be forwarded to the November full County Board for approval.

7. **Old Business** - None

8. **New Business**

- a. Review the Premium Rate Scenarios for Plan Year 2024 and forward our recommendation to the full County Board for approval.

Jason with SRM has prepared rate scenarios for us to review. The proposed adjustments are approximately 10% increases to most plans with no proposed increase to the HSA County Contribution and no increase to the dental/vision plan. We may want to consider increasing the HSA County Contribution which would still be lower cost to the county than the traditional major medical plan but could possibly increase the participation in the Qualified High Deductible Health Plan. The annual cost to the County for increasing the HSA Contributions by 10% would be \$4,630 based on current participation. There was discussion about employees having concerns with going to the QHDH Plan and having a medical event that would meet the \$4,000 deductible before the employee could build up their HSA account balance. We also discussed holding mandatory meetings to educate employees about the QHDH Plan and possibly front loading the HSA accounts. A motion was made by Chuck Nagel to adopt the rate scenario with increasing the HSA County Contributions by 10% and for the Health Care Committee to resolve the educational meetings piece and consider front loading HSA accounts, seconded by Dave Meinhold. Lisa Jording amended the motion to front load HSA accounts by 6 months for new HSA participants with the total annual contribution to remain the same. This amendment was seconded by Dave Meinhold and after further discussion, was passed unanimously. The original motion as amended was voted on and was unanimously carried. We will forward the following items to the full County

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Board: Approval of the Rate Scenario for Plan Year 2024 (including a 10% increase to the County HSA Contributions), approval of mandatory insurance meetings for County employees, and the approval of front loading HSA accounts by 6 months (with the total annual contribution to remain the same) for new HSA participants.

9. Claims Appeal - None

10. Other

a. County Board Action Follow-up (Monthly item)

The annual request for flu shots was forwarded to the full County board in August and was approved. The Health Department will conduct the flu clinic on September 22nd and fliers will be distributed to the employees with the payroll direct deposit notifications this week.

b. Monthly Update/Quarterly Report from Snedeker's

Jason Boothe provided the 2023 Plan Performance Report through August 31, 2023, as well as the performance reports for 2022 and 2021. The report shows a net loss to the plan of \$115,128.32 through August. We have hit the reinsurer hard this year, so we are possibly looking at a 15% increase in our stop-loss premiums for next plan year. We would also have the option to increase the stop-loss limit from \$30,000 to \$35,000. There are some changes in claims activity that could help the claims flow improve. SRM also works with high cost individuals to divert them to another plan which helps the employee and the County with lower exposure to our plan. We look at the Hope Trust each year as a possibility, however, we have performed well on our own historically. There are 26 employers currently in the Hope Trust and it may be a viable option for us to consider for plan year 2025.

11. Executive Session (if necessary) - None


12. Any Action Coming Out of Executive Session - None

13. Announce Next Meeting Date

- a. Next meeting should be October 11, 2023, however, due to the HVAC project, we do not plan to meet again until November 15, 2023 at 3:00 p.m.

14. Adjournment

Motion to adjourn at 4:12 made by Cayla Comens, seconded by Paul Wilkins. Motion unanimously carried.

 11/15/23

Melissa Andrews, Chairman of the Health Care Committee