



Minutes-May 26, 2026

-Call to Order: Supervisor Barrington called the meeting of the Employee Health Insurance Committee Meeting to order at 8:31am in Conference Room N1/N2.

-Committee Members Present: Stephanie Mills, Luke DuCharme, Rick Ellis, Dan Fuerstenberg, Kristin Vander Kooi, Carl McNutt, Destinee Lehrmann, Michelle Stowe, Amy Sather, Brandon Sime, Greg Holcolmb, LaMista Ahlstrom, Faith Quilan, Supervisor Barrington Tillman, Supervisor Boehlke.

-Committee Members Absent: Ryan Ooms, Shannon Mawhinney, Fida Sous, Supervisor Welch

-Staff Members Present: Amy Spoden

-Others Present: Justin Rixie, M3

-Approve Agenda: Amy Sather moved approval of agenda as presented, second by Dan Furstenberg, ADOPTED.

-Approval of Minutes Dated May 12, 2026: Luke DuCharme moved approval of minutes as presented, second by Barndon Sime. ADOPTED.

Summary

Quick recap

The meeting focused on reviewing health insurance plan options, specifically discussing potential HSA (Health Savings Account) plan designs and breakdowns of part-time staff insurance coverage. Information was presented showing how part-time staff hours are reviewed quarterly to determine insurance premium payments. Justin, from M3, presented two HSA plan options from both Dean and Mercy insurance providers, showing different deductible levels (\$1,800, \$2,500, and \$5,000) and associated premium savings, though he noted challenges with limited employee contribution capacity due to the 6% cap. The group also reviewed the timeline for making recommendations, noting they need to finalize decisions by July 1st for budgeting purposes.

Staff Insurance Plan Design Discussion

The meeting covered the approval of minutes from May 12, 2026, with a correction noted on page 2 regarding the meeting time. A breakdown of part-time staff insurance payments was presented, explaining that their premiums are reviewed quarterly based on hours worked, with some staff paying at full-time rates while others pay based on their actual FTE.

Health Insurance Plan Comparison Review

Justin presented a comparison of HSA health insurance plans from Dean and Mercy, showing significant potential savings of up to 20% with higher deductible plans. Different deductible levels (\$1,800, \$2,500, and \$5,000) were presented in spreadsheets for both Dean and Mercy plans.

Justin explained that the current 6% employee contribution cap doesn't create enough spread to incentivize people to choose HSA plans compared to typical 22% single and 30% family contributions. He noted that they could potentially use the remaining \$2 million budget to help offset HSA plan contributions. Justin also discussed HSA contribution limits, proposing \$1,800 for minimum contributions and \$3,400 for embedded plans.

HSA Employee Meetings Planning

Discussion was had about upcoming HSA information sessions and employee surveys, with meetings scheduled for this week and next week at various locations including DWRC, Courthouse, and Sheriff's Office. An employee survey was discussed, and any committee comments were needed to HR by May 27.

-Next Meeting: Friday, June 5 at 8:30am, 911 Conference Room (Changed to June 10 at 8:30am, 911 Conference Room)

-Adjournment: Supervisor Boehlke moved adjournment at 9:08m, second by Luke DuCharme. ADOPTED.

Respectfully submitted,

Amy Spoden

Human Resources Director

Not official until approved by Committee.