Minutes-June 10, 2026

-Call to Order: Supervisor Barrington called the meeting of the Employee Health Insurance Committee Meeting to order at 8:42 in 911 Conference Room.

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

-Committee Members Absent: Shannon Mawhinney, Carl McNutt, Dan Fuerstenberg, Supervisor Welch

-Staff Members Present: Amy Spoden

-Others Present: Justin Rixie, M3

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

-Approval of Minutes Dated May 26, 2026: Kristin Vander Kooi moved approval of minutes as presented, second by Supervisor Boehlke. ADOPTED.

Summary

Health Insurance Decrement

Preliminary decrement information was provided from Mercy and Dean health insurance providers, showing potential cost savings through plan design changes including deductible adjustments and copay tiers.

HSA Employee Survey

The committee reviewed HSA survey results from 142 employee responses, which showed majority satisfaction with current health plans but indicated employee had concerns about high deductible costs and limited cash flow for upfront expenses. The meeting also addressed concerns about offering an HSA plan and potential adverse selection impacts on traditional plans. It was explained how HSA plans could help employees become better healthcare consumers through lower-cost options. The group agreed to continue exploring the possibility of offering an HSA plan for 2027, pending review of renewal numbers from Dean and Mercy, which are expected in the coming weeks.

Employee Benefits Policy Discussion

The committee also discussed a proposed resolution to restrict health trust account funds for employee benefits only, with plans to move forward with cleaning up the resolution language and submitting it to the county board through the finance committee.

Luke DuCharme made a motion to move forward with a resolution restricting the use of funds for employee benefits. Amy Sather seconded the motion. A vote was taken: 14 Yes, 1 No, 4 Absent.

Other Topics

The Healthy Employee Incentive Program was discussed. It was stated that the previous employee health insurance committee had recommended to continue to the program as long as it provided a premium reduction for the employee. The cost to administer the plan includes approximately $55,000 in vendor costs and additional time spent by the HR Department.

A discussion focused on Health Insurance Premiums. The County pays 90% of the premium on behalf of the employees for those that do not earn the incentive, 94% for those that have earned the Healthy Employee Incentive. In 2026, the was estimated to be around $27 million, out of the total of $30.3 million.

A discussion was focused on employee concerns about sick time policies, particularly regarding the 1,040-hour limit and potential solutions like creating a separate bank for excess sick time. It was explained that while a policy change could be written, it would require addressing tracking, funding, and logistics challenges, and noted that such a policy would primarily benefit more senior employees who take longer to reach the limit.

Committee members expressed significant concerns about the impact of insurance changes on employee retention and morale, particularly noting that many staff members are leaving for better benefits in private sector trades, while others are struggling with the financial burden of paying for family insurance while receiving only minimal wage increases.

-Next Meeting: Tuesday, June 23 at 8:30am, 911 Conference Room (Rescheduled for June 30).

-Adjournment: Supervisor Boehlke moved adjournment at 9:54am, second by Destinee Lehrmann. ADOPTED.

Respectfully submitted,

Amy Spoden

Human Resources Director

Not official until approved by Committee.