



Minutes-October 4, 2024

-Call to Order: Supervisor Towns called the hybrid meeting of the Rock County Ad Hoc Committee on 2026 Employee Health Insurance to order at 9:32 in Conference Room N1/N2.

-Committee Members Present: Stephanie Mills, Ericka Sura, Amy Friend, Rick Ellis, Kristin Vander Kooi, Carl McNutt, Destinee Kafka, Michelle Stowe, Amy Sather, Cheryl Cikar, Shena Kohler, Daniel Banks, Neil Bennett, Supervisor Towns, Supervisor Barrington Tillman, Supervisor Mawhinney.

-Committee Members Absent: Dan Fuerstenberg, Shannon Richmond

-Staff Members Present: Josh Smith, Amy Spoden

-Others Present: Supervisor Bostwick, Supervisor Schwarz

-Approve Agenda: Dan Banks moved approval of agenda as presented, second by Kristin Vander Kooi. ADOPTED.

-Approval of Minutes Dated September 20, 2024: Dan Banks moved approval of agenda as presented, second by Supervisor Barrington Tillman. ADOPTED.

-Follow Up comments and questions regarding prior meeting presentations.

Two questions were addressed from last meeting.

- Number of staff by pay grade, including their level of coverage was presented in chart format. Request to add employees in collective bargaining agreements, under contract or resolution, and employees not covered by health insurance.
- Number of vacancies. Total number of open requisitions, by department, was presented in chart format.

-Discussion and Review of Health Plan Sustainability

Josh explained sustainability as the ability to be maintained at the same rate or level. In the end, the County Board will decide what's sustainable based on their policy priorities and available resources. Josh presented benchmarks rates and dollar increases for 2025 and 2026 health insurance costs

Amy Sather inquired about how many years that this would be sustainable for? Josh presented measures of 2026 cost increases applied to the estimated 2025 health insurance cost. There is the possibility that the County will need \$8.2 million in 2026. The funds needed annually will depend on premium share, model, and plan design chosen.

Supervisor Barrington Tillman asked if we should go with something different other than just these two? Should we be looking for a new provider every 5 years or so to stay competitive? Our M3 representative Justin

encouraged that there are potential solutions out there, but how we get there is the tricky part. A pathway with incremental steps is necessary

-Discussion and Review of Health Insurance Trends and Health Plan Design Continuum

We have Dean and Mercy for networks. Point of Service with the flexibility to go anywhere. Most people are using one network as an HMO. There are different out of pocket costs for going outside of the network, but it's allowed. With options comes cost.

Supervisor Barrington Tillman asked if there were any consortiums with other counties that have gotten together? Justin stated yes, they are, and most have been disbanded. Right now the county is about 50/50 Dean/Mercy.

Moving to a single provider either Dean or Mercy. The biggest con is access.

The pros of the ETF Local Plan provides a flexibility in the provider of choice but there is no claims experience available. There would be no plan customizing. There would also be a lack of educational opportunities. Surcharges would be required to get in and there will be penalties to exit the plan.

The County is still above Marketplace for benchmarks on deductibles, Coinsurances, and Co-Pays. We are looking find better plan designs to support all family types: single, married, family plans.

The pros of HSA are tax advantages, portability, flexible spending and Long-Term Savings for Retirement HSA cons fixed dollars are being spent.

Rock County continues to outperform when it comes to benefit offering. It's extremely competitive.

Supervisor Towns spoke on self-insurance in the past and that \$4million dollars was taken out of the health fund to supplement the 2025 health insurance increase.

Rick Ellis made a Motion to explore more information from ETF. Destinee Lehrmann second. **Approved.** Justin will try to assist with handing that information.

Dan Banks made a Motion to explore information about returning to self funded. Rick Ellis second. **Approved.** Justin will have M3 do some modeling of funding for self funded.

-Future Meeting Topics

Supervisor Towns re-iterated that there is still more time to narrow things. Changes are necessary. Possible future agenda topics.

Supervisor Barrington Tillman. Need to understand that there will be some premium share. What levers to be pulled and when. Limited amount of funds available. What is sustainable.

-Next Meeting: Friday, October 18 at 9:30am, N1/N2 Conference Room

-Adjournment: Amy Sather moved adjournment at 11:22am, second by Dan Banks. ADOPTED.

Respectfully submitted,

Amy Spoden

Human Resources Director

Not official until approved by Committee.