



Minutes-January 17, 2025

-Call to Order: Supervisor Towns called the hybrid meeting of the Rock County Ad Hoc Committee on 2026 Employee Health Insurance to order at 9:38am in Conference Room N1/N2.

-Committee Members Present: Ericka Sura, Rick Ellis, Dan Fuerstenberg, Carl McNutt, Destinee Lehrmann, Michelle Stowe, Shannon Richmond, Amy Sather, Cheryl Cikar, Daniel Banks, Neil Bennett, Amy Friend, Kristin Vander Kooi, Supervisor Towns, Supervisor Barrington Tillman, Supervisor Mawhinney.

-Committee Members Absent:, Stephanie Mills, Shena Kohler,

-Staff Members Present: Randy Terronez, Amy Spoden

-Others Present: Supervisor Schwartz

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

-Approval of Minutes Dated January 3, 2024: Dan Banks moved approval of minutes as presented, second by Supervisor Mawhinney. ADOPTED.

-Review of Recommendations

Supervisor Towns led a discussion about the feasibility of implementing a high-deductible health plan with Health Savings Accounts (HSAs) for the 2026 budget year. The committee agreed that it would be difficult to design and implement such a plan within the given timeframe, and thus decided to leave the recommendation open for further discussion in the next committee meeting. The committee also discussed the potential impact of a new county administrator on the budgeting process and the need for more information before making a final decision. The committee decided to have Justin to provide information regarding HSA and high deductible plan design options, funding level options, and costing, with the aim of making a more informed recommendation in the future.

-Review estimated costing for expected increase in premiums in 2026

Amy Spoden discussed the estimated premium increase for 2026, 13.7% was used for this estimated calculation (average between the Dean and Mercy increase for 2025).

Premium Contributions Costing

Amy Spoden discussed the estimated employee premium increase for 2026. She also presented a sheet showing the estimated premium share for 2026 based on current numbers. The sheet showed that employee contributions would be estimated 2 million dollars. Amy also clarified that the wellness program is on a yearly basis, and employees who don't complete the program in one year will pay 10% premium contribution in the following year. The committee discussed the potential impact of these changes on employee contributions and

the overall budget. Amy agreed to update the numbers for the next meeting based on the 2026 estimated premium numbers.

Payment in Lieu of Insurance

Amy Spoden discussed the possibility of implementing cash in lieu of health insurance for employees. She explained that there are two types of cash in lieu of arrangements: unconditional and conditional. The unconditional opt-out arrangement allows employees to opt out of the health insurance plan without providing proof of alternative coverage, while the conditional opt-out requires proof of alternative coverage. Amy also mentioned that the cash in lieu of arrangement would be taxable for both the employee and the employer. She further explained that the county would still have to budget for every position to have health insurance, even if some employees opt out. The discussion also touched on the potential administrative complexities and tax implications of implementing such a plan. Carl McNutt made a recommendation to continue to explore Cash In Lieu of for 2027 with additional plan structure and design. Recommendation Failed (7Yes, 9 No).

Single Purpose Committee Continuation

Destinee Lehrmann led a discussion about the recommendation to the County Board regarding the continuation of a single purpose committee. The committee, originally recommended for three years, would review the sustainability of the Rock County Health Insurance plan and make recommendations annually or as needed. The committee's future was discussed, with a proposal to extend its term and possibly change its status from an ad hoc committee to a special committee. The committee agreed to table the decision until they had more information. The next committee meeting was scheduled for February 7th, and a resolution would need to be drafted and presented to the Staff Committee for approval. The committee also discussed the potential for a new committee member and the process for replacing a member if needed.

-Next Meeting: Friday, February 7 at 9:30am, N1/N2 Conference Room

-Adjournment: Dan Banks moved adjournment at 10:51am, second by Rick Ellis. ADOPTED.

Respectfully submitted,

Amy Spoden

Human Resources Director

Not official until approved by Committee.