

**AFFORDABLE EMPLOYEE HEALTH CARE (AHC) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**September 11, 2020 9:30 a.m.**

**AHC COMMITTEE MEMBERS PRESENT:** Dave Hintz – Chair, Billy Fried – Vice Chair (County Board); Lisa Charbarneau (LRES); Tracy Hartman (County Clerk); Erin Bjorkman (Sheriff’s Office); Darcy Smith (Finance); Linda Conlon (Public Health) via Zoom

**ALSO PRESENT:** Jenni Lueneburg (LRES); Jennifer Allen (Branch II)

**CALL TO ORDER AND CHAIRMAN’S ANNOUNCEMENTS**

Hintz called the AHC Committee to order at 9:30 a.m. in the County Board Room of the Oneida County Courthouse. The meeting has been properly posted in accordance with the Wisconsin Open Meeting Law, and complies with the Americans with Disabilities Act.

**APPROVAL OF AMENDED AGENDA**

Motion by Fried to approve the amended agenda as presented and granting the Chair the ability to move around the agenda. Second by Charbarneau. All Committee members voting ‘Aye’. Motion carried.

**APPROVAL OF THE MINUTES OF SEPTEMBER 3, 2020**

Motion by Smith to approve the minutes of September 3<sup>rd</sup>. Second by Charbarneau. All Committee members voting ‘Aye’. Motion carried.

**PUBLIC COMMENTS**

Allen discussed the HSA account she had through her employment with Vilas County years back. Allen provided information on how the account worked. Allen felt the HSA was an excellent feature of her Vilas County health plan and hopes Oneida County will consider that option.

**DISCUSSION ON HEALTH SAVINGS ACCOUNTS (HSA), HEALTH REIMBURSEMENT ACCOUNTS (HRA) AND MEDICAL EXPENSE REIMBURSEMENT PROGRAM (MERP)**

Allen discussed HSA accounts further. Charbarneau clarified that the HSA funds that counties put into employee accounts become the property of the employee as soon as they are received, and the county cannot prorate any balances or pull back funds in the event the employee leaves mid-year or before service requirements are met. In-depth discussion on HSA benefits and drawbacks.

**DISCUSSION RESULTS OF SURVEY SENT TO EMPLOYEES**

Hintz asked if any additional survey results were obtained; Hartman says the survey was ended before the September 3<sup>rd</sup> meeting, and the survey will not allow any additional results once the survey is ended. Bjorkman says a lot of employees feel the benefits have gotten worse over the years but really the benefits haven’t changed rather the out-of-pocket maximums and premiums have changed (increased). Bjorkman feels more benefit education is needed. Lueneburg says barely 30% of employees attend open-enrollment education meetings, and LRES is very open to suggestions on what employees would like for benefit education. Bjorkman feels adding an HSA account to the plan could be very beneficial.

**DISCUSSION ON HEALTH SAVINGS ACCOUNTS (HSA), HEALTH REIMBURSEMENT ACCOUNTS (HRA) AND MEDICAL EXPENSE REIMBURSEMENT PROG. (MERP)**

Charbarneau reports that HSA accounts must be held by an outside banking institution and both the employer and employee can contribute to the account. Lueneburg noted that the IRS allows up to \$3,550 for single and \$7,100 for family HSA accounts. Charbarneau clarified that an employee can have both an

**DISCUSSION ON HEALTH SAVINGS ACCOUNTS (HSA), HEALTH REIMBURSEMENT ACCOUNTS (HRA) AND MEDICAL EXPENSE REIMBURSEMENT PROG. (MERP) (continued)**

HSA and FSA plan but in these cases, FSA can only be used for dental and vision costs, not medical. Further discussion held on FSA, HSA, HRA and MERP amounts. Fried inquired if an employee can hold an HSA and HRA plan together; Charbarneau was unsure and plans to bring HRA/MERP vendor Diversified Benefits Services to a future meeting to educate the Committee on the different accounts. Further discussion on the current health plan, prescription drug benefit and the HRA/MERP design/usage. Allen discussed her previous employer running required biometric testing which was used in place of the annual exam requirement. Fried provided further comments regarding employer health screening.

Charbarneau and Lueneburg agree to bring HRA/MERP estimated costs and an acronym “cheat sheet” to the next meeting of this Committee.

**NEXT STEPS FOR THE COMMITTEE**

Charbarneau says Syndergaard may have some information regarding the insurance bidding process at the next Committee meeting. Charbarneau suggested inviting Diversified Benefit Services to a future meeting; Hintz feels that Syndergaard is critical for the next meeting and would prefer to hold off on conversations with Diversified Benefit Services until decisions are made regarding the plan design. Charbarneau will clarify with Syndergaard on due dates and numbers for future meetings.

**FUTURE MEETING DATES**

Thursday, September 17, 11:00 a.m.

**FUTURE AGENDA TOPICS**

HSA/HRA/MERP/FSA information comparison

**PUBLIC COMMENTS**

No comments

**ADJOURNMENT**

Hintz announced the adjournment of the AHC Committee meeting at 10:48 a.m.

/s/Dave Hintz  
Dave Hintz, Chairman

09/24/2020  
Date

/s/Jenni Lueneburg  
Jenni Lueneburg, Committee Secretary

09/24/2020  
Date