

AFFORDABLE EMPLOYEE HEALTH CARE (AHC) COMMITTEE MINUTES
County Board Room, Oneida County Courthouse
October 9, 2020 10:00 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); Linda Conlon via Zoom (Public Health)

ALSO PRESENT: Jenni Lueneburg (LRES)

CALL TO ORDER AND CHAIRMAN’S ANNOUNCEMENTS

Hintz called the AHC Committee to order at 10:00 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 AGENDA

Motion by Fried to approve the agenda for today’s meeting. Second by Charbarneau. All Committee members voting ‘Aye’. Motion carried.

APPROVAL OF MINUTES

Motion by Hartman to approve the minutes of September 24th and 28th. Second by Bjorkman. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

No public comments.

2021 HEALTH INSURANCE PLAN DESIGN

HEALTH REIMBURSEMENT ACCOUNT (HRA), MEDICAL EXPENSE REIMBURSEMENT ACCOUNT (MERP), HEALTH SAVINGS ACCOUNT (HSA) AND DEDUCTIBLE/OUT OF POCKET MAXIMUMS: Charbarneau notes that based on proposals, the Aspirus Arise plan came in at the best option for 2021. Charbarneau and Lueneburg explained the HMO Aspirus Arise network, which allows participants to use Aspirus and Ascension, and the POS Aspirus Arise network, which allows participants to use Aspirus, Ascension and Marshfield Clinic. Based on the HMO and POS networks, Discussion held on the three proposed 2021 plans within the Aspirus Arise plan, which include Traditional HRA, High Deductible HRA and High Deductible HSA plans. Lueneburg presented premiums for each plan in which the county would cover 90% of the lowest cost Traditional HRA plan and 95% of the High Deductible HRA and High Deductible HSA plan. Lueneburg noted that the HSA plan deductible is lower (\$4,000 for single versus the \$5,000 single High Deductible HRA deductible) and the HSA plan premiums are a cost savings to both the employees and the county. Lueneburg also notes that both the Traditional HRA and High Deductible HRA plan premiums have a slight increase for 2021. Charbarneau led an in-depth discussion on the options of either offering a zero premium to the HSA plan or the county contributing additional funds to the HSA plan in order to make the HSA plan more attractive to employees. Conlon feels educating employees on the High Deductible HSA plan to show that it is not as risky as it appears will be important, especially given the potential employer and employee contributions available to help build HSA funds in the event of a larger medical bill. Fried feels it is good to find cost savings for employees but now more than ever due to severe budget constraints and rising health insurance costs, the county needs to find cost savings in the health plan. Fried suggests the county implement a matching incentive to the HSA plan, which would motivate employees to contribute their own money to the HSA plan; discussion held. Discussion also held on the option of adding a first year “seed” amount to the HSA participant accounts to help add an additional incentive to employees to move to the new HSA plan; Hartman suggests a “seed” amount of \$1,000 single and \$2,000 family. Additional discussion held on which plans to keep with the consensus that all three plans should be implemented for 2021. Fried feels the next step is for Finance Director Darcy Smith to provide calculations on what the county can afford to contribute for the

2021 HEALTH INSURANCE PLAN DESIGN (continued)

HEALTH REIMBURSEMENT ACCOUNT (HRA), MEDICAL EXPENSE REIMBURSEMENT ACCOUNT (MERP), HEALTH SAVINGS ACCOUNT (HSA) AND DEDUCTIBLE/OUT OF POCKET MAXIMUMS (continued): HRA/HSA funds on the three plans. Lueneburg provided a handout showing the cost savings if an employee moved from the High Deductible HRA to the High Deductible HSA plan. Based on Lueneburg's handout, Hartman feels the county should contribute the equivalent of the HRA amounts to the HSA plus an additional \$300 single, \$600 employee plus one and \$900 family to the HSA plan participants. Based on Hartman's recommendations, the potential county HSA contributions would be \$800 for single, \$1,600 employee plus one and \$2,400 family. The committee will refer this proposal to the Finance Director to perform calculations. Charbarneau discussed the spousal carve-out option that has been implemented by other employers, which would require an employee's spouse to carry insurance with their own employer if available at a reasonable cost. Discussion held with Fried and Hintz suggesting this not be a policy the county health plan should implement at this time.

IN-LIEU INSURANCE PAYMENT: The Committee discussed the cash in-lieu incentive offered by the county in the amount of \$250 per month for employees who waive the county offered health coverage. Lueneburg reports that currently 53 part-time and full-time employees utilize this option. Discussion held on the costs associated with increasing the incentive. Hintz and Fried feel it would be best to keep the amount the same for 2021 based on the potential increased costs if no additional employees chose to take the incentive and the current employees electing the payment chose to continue with the incentive.

EMPLOYEE PREMIUM SHARE: Charbarneau notes that currently the county covers 95% of the lowest cost High Deductible plan and 90% of the Traditional plan. Charbarneau also notes that the Deputy Union contract requires that the preferred health plan not exceed 10% for employee premium contribution. Discussion held on what incentives could be added to the plan to encourage employees to move to the new High Deductible HSA plan. Bjorkman discussed the current premium contribution rates and feels if the county chooses to increase the employee contribution percentages, this would be demoralizing to the employees. Further discussion held with the committee agreeing to keep the employee contributions the same at this time. Further discussion held with Charbarneau agreeing to contact the health insurance consultant Jacob Syndergaard/Cottingham & Butler on additional premium information.

NEAR SITE CLINIC: Charbarneau discussed the Erdmann Nearsite Clinic covered by the current county health plan. For 2019 and 2020 plan years, the Nearsite Clinic direct-billed Group Health Trust for all services incurred. For 2021, the Aspirus Arise plan will fully cover annual exams through the Nearsite Clinic but labs, office visits and other services provided by the Nearsite Clinic would be subject to deductible, copays and coinsurance like other providers. Therefore, in order to continue to offer the Erdmann Nearsite Clinic free to employees in 2021, the Nearsite Clinic would need to direct-bill Oneida County for the other services not 100% covered by the 2021 health plan. Charbarneau checked with Syndergaard to see if the county would be best to pay the Nearsite Clinic directly for annual exams in order to potentially save money on premiums in future years due to reduced claims to the plan. Syndergaard feels this would not be beneficial and it would be better for the county to bill insurance for the wellness exams and direct bill all other visits, services and labs. Charbarneau reports that Group Health Trust paid about \$150,000 per year to the Nearsite Clinic for services provided in 2019 and 2020 whereas it is estimated that the county will pay \$70,000 in direct billing to continue covering the labs, office visits and other services provided by the Nearsite Clinic in 2021. Syndergaard will be talking with Dr. Erdmann from the Nearsite Clinic to see if the clinic is willing to bill insurance for annual exams and direct-bill the county for the remaining services beginning in 2021. Charbarneau reviewed the additional 3% added to 2021 health insurance plan costs to pay for the premium increases, consultant commission and Near-site direct bill costs.

2021 HEALTH INSURANCE PLAN DESIGN (continued)

TELADOC: Charbarneau reports that Teladoc will still be available to employees on the new Aspirus Arise health plans. Hartmann asked if Erdmann’s will be available to the HSA plan holders; Charbarneau will double check with Syndergaard.

WELLNESS/HEALTH ENHANCEMENT: Charbarneau reports that the current health plan gets up to \$12,500 per year to reimburse health enhancement programs such as fitness, weight loss, smoking cessation, employee in-service and other wellness programs. Charbarneau notes that the new Aspirus Arise plan does offer health enhancement programs but will not reimburse for health enhancement programs offered directly by the county. Fried feels the county should first complete open enrollment to see what cost savings are found by the plan changes. From there, a budget line item could be created for health enhancement reimbursements and would be managed by the LRES Department.

Further discussion on the Free Market options discussed by Dr. Brian Erdmann. Charbarneau discussed the potential changes to the PBM (Pharmacy Benefit Manager) with the new plan. Charbarneau feels the LRES Department could assist employees in researching their prescriptions to help them find the best price possible through either the PBM or a local pharmacy. Further discussion held.

Discussion held regarding the importance of employee education on the new plans. Lueneburg notes that many open enrollment options have been offered to employees in previous years to provide education on the coming year’s plan changes but attendance at the open enrollment meetings were limited. Hartman suggests making the meetings mandatory and agrees on the importance of educating employees. Charbarneau agrees on the importance of employees attending meetings but feels there is not much that can be done if employees still choose not to attend an open enrollment session.

NEXT STEPS FOR THE COMMITTEE

Hintz says the next step in this process is gathering numbers from the Finance Director Darcy Smith on the proposed plan designs. Hintz feels a future meeting date is not needed at this time unless Smith feels the plan costs are potentially over budget. Committee agrees to set no further meeting dates at this time. Hintz feels this Committee has come a long way and has had a positive impact on the county health plan.

FUTURE MEETING DATES

None

FUTURE AGENDA TOPICS

None

PUBLIC COMMENTS

No public comments.

ADJOURNMENT

Hintz announced the adjournment of the AHC Committee meeting at 10:06 a.m.

/s/Dave Hintz
Dave Hintz, Chairman

10-28-2020
Date

/s/Jenni Lueneburg
Jenni Lueneburg, Committee Secretary

10-28-2020
Date