

**AFFORDABLE EMPLOYEE HEALTH CARE (AHC) COMMITTEE MINUTES**  
**County Board Room, Oneida County Courthouse**  
**November 2, 2020 1:00 p.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); Jacob Syndergaard and William Schwarzenbart via Zoom (Cottingham & Butler); Grady Hartman (Sheriff’s Office)

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

Hintz called the AHC Committee to order at 1:00 p.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 Hartman to approve today’s agenda. Second by Charbarneau. All Committee members voting ‘Aye’. Motion carried.

**APPROVAL OF MINUTES**

Motion by Charbarneau to approve the minutes of October 28<sup>th</sup>. Second by Hintz. All Committee members present voting ‘Aye’. Motion carried.

**PUBLIC COMMENTS**

No public comments.

**HEALTH SAVINGS ACCOUNT (HSA)**

- **CHOOSING BANKING PROVIDER:** Grady Hartman did research on HSA based on the Committee’s decision to offer this new option in the 2021 plan. Hartman contacted six financial institutions in order to find various options. Heck Capital and Boyd Financial do not administer HSA plans. Peoples State Bank and Incredible Bank do administer HSA plans but based on Hartman’s research, neither institution has an investment strategy for the funds and only small amounts of interest could be earned on HSA balances. Associated Bank does administer HSA accounts and offers about 25 different investment mutual funds. Hartman says Associated Bank will waive fees for two years and feels additional negotiations could occur regarding fees. Hartman also researched HSA Bank, which is a national company based out of Sheboygan. Hartman provided details on HSA Bank, noting that HSA Bank may be able to provide the best investment options but unsure on what negotiations could be made regarding a waiver of fees. Hartman notes that regardless of what institution the county picks, employees have the ability to move their HSA funds from the county chosen financial institution to a different financial institution once per year. Smith asked if any of the banks offered to come onsite for help with enrollment and educations. Hartman says Associated Bank and Incredible Bank were fine with providing onsite assistance, but HSA Bank was not willing to provide onsite assistance at this time due to COVID-19. Hartman confirmed that employees will be able to pick their investment strategy for their own HSA account. Hartman feels that HSA accounts will provide employees with an additional way to save for retirement health expenses and could be attractive to new hires during recruitment. Discussion held. Hartman clarified that fees would apply to accounts going below a certain fund balance. Fried feels using Associated Bank to start may be the best plan due to their willingness to help with education and enrollment onsite; Hartman concurs. Motion by Hintz to use Associated Bank for the 2021 HSA accounts. Second by Tracy Hartman. Further discussion held with Smith and Hartman agreeing to work together in getting the county HSA plan set up with Associated Bank and negotiating details. All Committee members voting ‘Aye’. Motion carried.

**HEALTH SAVINGS ACCOUNT (continued)**

- **FREQUENCY OF DEPOSITS:** Smith feels based on the county using one financial institution for HSA accounts, her office could administer biweekly county and employee contributions into HSA accounts. Smith suggests doing the three (annual, match and one-time) contributions biweekly along with the employee's contribution. Fried feels some of the employer contributions should be put in January 1<sup>st</sup> so in the event an employee has a bigger bill early in the year, there are HSA funds available early on in the plan year. Smith notes that the HSA county contributions will be put in the month the employee qualified for the funds. In-depth discussion on proration of new hire HSA contributions. Smith suggests not offering the one-time seed funds to new employees hired after January 1, 2021. In-depth discussion with Fried suggesting offering the one-time funds prorated to new employees hired throughout 2021 that are eligible for the HSA account within 2021. Discussion held with Committee agreeing to Fried's comments. Bjorkman inquired about employees changing their insurance coverage mid-year due to life change (marital status or dependent change). Charbarneau will get clarification on whether an employee can change between HRA and HSA plans mid-year when a life change event occurs.

**EMPLOYEE PREMIUM SHARE**

Lueneburg presented premium share options, showing the county and employee premiums. Previously, the Committee approved reducing the High Deductible HRA county contribution to 93% but leaving the county premium contribution on the Traditional HRA plan at 90% and HSA plan at 95%. Lueneburg presented various options for premium contributions. Smith voiced concerns about the employees that move from the cash in-lieu payment for 2020, back to the county health plan in 2021 due to the introduction of the HSA plan. Smith notes that if no employees change from the HRA to the HSA plan, employer premiums costs will increase by \$25,000 for 2021 due to the slight premium increase from the 2020 to 2021 Ascension and Broad plans. In-depth discussion held. Lueneburg notes that her numbers provided were intended to show that in the event the Committee decides to keep county contribution rates the same (rather than reduce county contributions), the county would still save money if employees switch to the HSA plan. Smith feels that 2021 is the year to increase employee premium contribution rates so in the event there is a large premium increase for 2022, it will be a smaller impact to employees. Motion by Charbarneau to change the county contribution rates to 89% Traditional HRA, 94% High Deductible HRA and 96% HSA plan based on the lowest cost plan (Aspirus/Ascension Network). Second by Hartman. Fried discussed his concerns with wanting to make the HSA plan more attractive but also wanting to protect the county financially. Smith proposes a change to the motion to reduce the employer contribution to the HSA plan premium to 95%. Discussion held on HRA/MERP funds provided by the county that are often not considered in the county's contribution to the HRA plan. Hintz takes vote on Charbarneau's motion; all vote 'Nay'. Motion fails. Motion by Smith to change the employer contribution rates to 89% Traditional HRA, 93% High Deductible HRA and 95% HSA plan based on the lowest cost plan. Second by Charbarneau. All Committee members voting 'Aye'. Motion carried.

**NEARSITE CLINIC**

Charbarneau reports that Priority Medical Partners/Erdmann Clinic has agreed to honor the \$20 copay for HRA plan members and will honor cash-based pricing for HSA plan members. Charbarneau summarized pricing and services provided by Erdmann's, noting that members on the HSA plan will not be able to apply services to their HSA deductible (per IRS guidelines) but prices will be much more affordable than other local providers. In-depth discussion held. Charbarneau feels that the \$20 copay for preventative and non-preventative services will still provide an affordable option but based on the county covering the remainder of the visit, will give HRA plan members some buy-in on the services received from the Erdmann Clinic. Motion by Charbarneau to approve the \$20 copay for HRA plan participants and cash pricing for HSA plan participants. Second by Hartman. Discussion held regarding the county covering the services incurred by HRA plan members (minus the copay) and concerns on charges going over the \$90,000 that the county has budgeted. Committee agrees that the LRES Office and Committee will keep a close eye on direct billings to make sure the direct pay model stays within budget for the plan year. All Committee members voting 'Aye' on motion. Motion carried.

**NEXT STEPS FOR THE COMMITTEE**

Hintz notes that the 2021 budget was approved by the Administration Committee and will go to the County Board on November 10<sup>th</sup>. The 2021 budget includes the new health plan determined by this Committee. Hintz will explain the new plan to the County Board, noting the plan design improvements and cost savings with assistance from various Committee members. Hintz doesn't see a need for a future meeting of this Committee at this time but feels this Committee was very successful. Committee members discussed their likes and dislikes during their participation in this Committee.

**FUTURE MEETING DATES**

None

**FUTURE AGENDA TOPICS**

None

**PUBLIC COMMENTS**

No public present for comments.

**ADJOURNMENT**

Hintz announced the adjournment of the AHC Committee at 2:44 p.m.

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Dave Hintz, Chairman

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Date

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Jenni Lueneburg, Committee Secretary

\_\_\_\_\_  
Date