

**LRES (LABOR RELATIONS & EMPLOYEE SERVICES)
COMMITTEE MINUTES
Committee Room #2, Oneida County Courthouse
November 2, 2023 10:00 a.m.**

LRES COMMITTEE MEMBERS PRESENT: Ted Cushing/Chair, Scott Holewinski, Robb Jensen, Jim Winkler and Diana Harris

ALSO PRESENT IN PERSON OR VIA ZOOM: Lisa Charbarneau, Jenni Lueneburg (LRES); Tina Smigielski (Finance); Dan Hess, Jill Butzlaff (Sheriff's Office); Jake Truitt (Forestry); Troy Huber, Lindsey Kennedy (Buildings & Grounds); Brenda Behrle (Clerk of Courts); Mary Rideout (Social Services); Tracy Hartman (County Clerk); Linnaea Newman, Billy Fried, Russ Fisher (County Board)

CALL TO ORDER AND CHAIRMAN'S ANNOUNCEMENTS

Chairman Cushing called the LRES Committee to order at 10:00 a.m. in Committee Room #2 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 Winkler to approve today's agenda and granting the Chairman discretion to move around on the agenda as needed. Second by Jensen. All Committee members voting 'Aye'. Motion carried.

2024 HEALTH INSURANCE RENEWAL - EMPLOYEE PREMIUMS

Charbarneau discussed the motion made at the previous meeting regarding adding the additional .9% health plan premium increase to the employee premium at the direction of the Administration Committee at budget. Charbarneau says after further discussions, the Finance Director feels now that the 2024 budget is put together (pending County Board approval) that there will be room in the 2024 budget to cover the remaining \$40,000 needed to cover the additional .9% health plan premium increase. Holewinski confirms that he has talked with the Finance Director as well and agrees with the recommendation, noting that the premium increase should be reserved until future budget seasons where funding is an issue. Discussion held. Motion by Cushing to reconsider the motion made at the last meeting and approve Option 1 (in which the county covers the additional .9% increase at a cost of \$40,000) and send to the November County Board meeting for further consideration. Second by Holewinski. All Committee members voting 'Aye'. Motion carried.

2024 HEALTH SAVINGS ACCOUNT (H.S.A.) PLAN FUNDING CHANGE

Charbarneau briefly summarized the H.S.A. plan that was introduced in 2021. Charbarneau says the county contributes to the H.S.A. account for current year enrollees, with amounts consisting of \$1,300 Single, \$2,350 Limited Family and \$3,400 Family. The county contributions consist of a match and non-match portion, with the current year contribution being primary non-match. Lueneburg discussed a proposed change that split the county contributions into half match/half non-match, and starting in 2024, issuing the non-match amount in January (rather than issuing half in January and half in July). Lueneburg states these changes will benefit employees by providing more H.S.A. funds at the start of the year to help with medical costs along with encouraging employees to contribute more to their H.S.A. account in order to protect them when a big medical cost comes along. Lueneburg feels this will also

2024 HEALTH SAVINGS ACCOUNT (H.S.A.) PLAN FUNDING CHANGE (continued)

benefit the county by encouraging more employees to move to the H.S.A. health plan which is more affordable for the county, plus if employees do not choose to increase their contribution to their H.S.A. plan, then the county will have a lower contribution cost for that employee’s plan for the year. Discussion held. Motion by Holewinski to approve the proposed changes to the H.S.A. contributions for 2024. Second by Harris. All Committee members voting ‘Aye’. Motion carried.

PUBLIC COMMENTS

Employees thanked the Committee for the change to the 2024 health plan.

FUTURE AGENDA TOPICS

Any agenda items should be forwarded to Cushing or Charbarneau.

FUTURE MEETING DATES

~~November 8, 2023 at 9:00 a.m. (canceled after meeting)~~

November 20, 2023 at 10:00 a.m. (time change)

December 6, 2023 at 9:00 a.m.

December 20, 2023 at 9:00 a.m.

ADJOURNMENT

Cushing announced the adjournment of the LRES Committee meeting at 10:15 a.m.

Ted Cushing, LRES Committee Chairman

Date

Jenni Lueneburg, Committee Secretary

Date