

**HEALTH CARE COMMITTEE  
SHERIFF'S CONFERENCE ROOM  
WEDNESDAY, FEBRUARY 15, 2023  
3:00 PM  
MINUTES**

1. **Call to Order.** – Called to order at 3:00.
2. **Roll Call.** – Melissa Andrews (ch), Lisa Jording (vc), Charlie Schlossler, Paul Wilkins, Cayla Comens, Marshall Smith, Janet Gibbs, John Krug, and Jerry Smith were present, and Chuck Nagel attended by Zoom. Dave Meinhold and Matt Noar were excused. J. T. Gentes was not present. Jason Boothe with Snedeker Risk Management (SRM) was on Zoom and County Clerk Dawn Kupfer was also in attendance.

3. **Approval of Minutes**

- a. Approval of January 11, 2023 Minutes

Motion to approve the January 11, 2023 minutes as submitted made by Cayla Comens, seconded by Paul Wilkins. Motion to approve as submitted unanimously carried.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund:	\$720,129.89
Health Care Plan Fund:	<u>\$ 46,071.04</u>
Total of Fund:	\$ 766,200.93

6. **Appointments** - None

7. **Old Business** - None

8. **New Business**

- a. Approval of the COBRA Retiree Rates Effective April 1, 2023

Annually, the plan establishes rates for employees who have retired or terminated employment that opt to continue coverage. Terminated employees can remain on the Health Care Plan for 18 months while retirees typically remain on the plan until Medicare eligibility. Inflation factors, which are usually minimal, are the largest ever this year. The proposed COBRA rates are approximately 12% higher than last year, with 4% to 5% of the increase attributable to the high inflation factors. Except for the family HRP rate, the proposed COBRA rates are still going to be less than the current employee rates. The COBRA rates are calculated based on the prior year actual costs plus inflation factors, while the current employee rates are calculated based on estimated future plan costs. We currently have 5 retirees on COBRA. Retirees and terminated employees pay 100% of the COBRA costs with no contribution from the County. Charlie Schlosser made a motion to approve the proposed COBRA rates, motion seconded by Cayla Comens. Motion unanimously carried. This item will be forwarded to the full County Board for approval.

9. **Claims Appeal** - None

10. **Other**

- a. County Board Action Follow-up (Monthly item)

There were no items forwarded to the January County Board.

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b. Monthly Update/Quarterly Report from Snedeker's

Snedeker's office provided the 2023 Plan Performance Report thru January 31, 2023, as well as the performance reports for 2022 and 2021. It is too early in the plan year to see how things will go. The 2022 total cost of \$1.9 million went down considerably from 2021 cost of \$2.5 million. There is a time lag involved with claims which are not experienced for several months. There are a few high risks that went away last year and some more that will likely go away this year, and new risks may arise during 2023. We will have to wait and see how things play out.

**11. Executive Session (if necessary) - None**

**12. Any Action Coming Out of Executive Session - None**

**13. Announce Next Meeting Date**

a. Next meeting will be March 15, 2023 at 3:00 p.m.

**14. Adjournment**

Motion to adjourn at 3:14 made by Marshall Smith, seconded by John Krug. Motion unanimously carried.

Melissa Andrews 5/10/23  
Melissa Andrews, Chairman of the Health Care Committee