

**HEALTH CARE COMMITTEE
SHERIFF'S CONFERENCE ROOM
WEDNESDAY, APRIL 14, 2021
3:00 PM
MINUTES**

1. **Call to Order.** – Called to order at 3:04.
2. **Roll Call.** Melissa Andrews (ch), Janet Gibbs, Lisa Jording, Derek Reinmann, Chuck Nagel, and John Krug were all present. Doug Mullen and Jonathan Schertz attended by Zoom. J. T. Gentes, Marshall Smith, Matt Noar, and Dustin Schultz were not in attendance. County Clerk Dawn Kupfer and Jason Boothe (SRM) were also in attendance.

3. **Approval of Minutes**

- a. Approval of March 10, 2021 Minutes

Motion to approve the March 10, 2021 minutes as submitted made by Chuck Nagel, seconded by Derek Reinmann. Motion to approve as submitted carried.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund:	\$ 717,239.93
Health Care Plan Fund:	\$ <u>33,821.04</u>
Total of Fund:	\$ 751,060.97

The balance in the Premium & Claims Reserve Fund at March 10, 2021 was \$657,924.03 so we continue to recover from the end of last year. The large increase in fund balances is due to reinsurance proceeds coming in. This may have an effect on next year's Symetra Reinsurance premiums.

6. **Appointments** - None

7. **Old Business** - None

8. **New Business**

- a. Discussion/Action on increasing Dental/Vision Plan Benefits

There has been talk among the employees recently about the \$200 vision benefit. It doesn't come close to covering their vision expenses. It has been brought to the Committee's attention for discussion. We are able to increase the vision benefit mid-plan year. A flex plan was mentioned which we currently do not offer, however, anyone on the high deductible plan has an HSA account and those funds can be used to cover the vision costs. Lisa reported that her recent exam cost was \$150 and her single vision glasses cost \$400. Jason Boothe informed us that the dental/vision premiums have exceeded the cost in most plan years. Doubling or even tripling the vision benefit would have minimal impact on the dental/vision premiums. There are 92 employees on the dental/vision plan and 47 of those are single coverage. The plan has more than paid for itself in recent years and has actually added to reserves. Chuck Nagel made a motion to increase the vision benefit to \$500 effective July 1, 2021(not retro-active), absorb the cost out of reserves for the remainder of this plan year (no increase in premiums at this time), and re-evaluate the dental/vision premiums for future plan years. Motion was seconded by Jonathan Schertz. Motion carried. This item will be forwarded to the full County Board for approval.

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9. **Claims Appeal** – None.

10. **Other**

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

There were no items forwarded to the County Board in March.

b. Monthly Update/Quarterly Report from Snedeker's

Snedeker's office provided the 2021 Plan Performance Report thru March 31, 2021 as well as reports for plan years 2017-2020. There is a net gain of \$13,236.85 thru the first quarter of the 2021 plan year. We have had high reinsurance activity last year and so far this year. Our stop loss reimbursements for the past 6 months have already exceeded one full year of stop loss premiums.

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 May 12, 2021.

14. **Adjournment**

Motion to adjourn at 3:45 made by Janet Gibbs, seconded by Lisa Jording. Motion carried.

Melissa Andrews 4/14/2021
Melissa Andrews, Chairman of the Health Care Committee