

Committee: HEALTH INSURANCE ADVISORY COMMITTEE

Date: FRIDAY, MARCH 22, 2013

Time: 9:00 a.m.

Place: LAW LIBRARY - COURTHOUSE

Members Attending: Richard Hurlbert, Doug Nonnenmacher, James Jansen, Dan Bauknecht, Don Bergbower, Steve Fuller, Chet Haatvedt, John Schunke

Members Absent: None

Others Attending: Rae Anne Beaudry – The Horton Group (via video conference), Barb Ochs – The Horton Group, Gary Olsen, Pam Resch, Robin Stowe

- 1) Call the meeting to order: Meeting called to order by Chairman Hurlbert at 9:00 a.m.
- 2) Pledge of Allegiance was recited.
- 3) Approve and/or amend agenda: Nonnenmacher made a motion to approve the agenda, second by Jansen all ayes, motion carried.
- 4) Approve minutes of the previous meeting: Nonnenmacher made a motion to approve the minutes from the August, 28, 2012 meeting, second by Jansen, all ayes, motion carried.
- 5) Update regarding Health Care Reform: A timeline for the Health Care Reform was distributed. Rae Anne Beaudry and Barb Ochs went over the plan changes that will be required in 2014 and beyond. The financial impact is unknown right now; these changes will need to be addressed by the Health Insurance Trustees and will require changes to the Employee Handbook and Plan Document. One change is an annual look back period for determining if an employee is eligible for health insurance. Rae Anne talked about the “Employer Pay or Play Rules for 2014”. They include a look back period (suggested setting the date to be 10/15/12 to 10/14/13). Employees who work over 30 hours a week or 1560 hours in that look back period are eligible to participate in the organization’s health insurance program in the following plan year. Employees paid from a grant are eligible only if the job does not go away when the grant expires. There are costly penalties to an organization that discriminates against individuals by not allowing them on the health plan if they are eligible. Under the Health Care Reform Act, eligible employees and dependents must be offered coverage; however, spouses do not have to be offered coverage. Many of the changes could impact the County’s budget. There also needs to be a stabilization period determined by the organization. These decisions will need to be made by July 1, 2013. The County will also need an open enrollment period every year, starting in 2014. Also, in 2014, there can only be a 90 day waiting period for a new employee to be put on the health plan. This item was for information purposes only.
- 6) Discuss PPO Network: Langelade County currently has NCHA for the PPO provider. Gary Olsen said he is required to attend frequent meetings to be in this network and that the network covers mostly providers in the Marathon County area, mainly the Aspirus Providers. NCHA does not want to add new providers that don’t have a lot of usage in the network. Barb Ochs will request a report of the top 50 providers to see if it would be beneficial for the County to change PPO providers.

- 7) Discuss Health Risk Assessment (HRA) that the County is participating in: The County is holding a Spring HRA for all employees and spouses from April 8 – April 20, 2013 at the Langlade Hospital Laboratory. An employee, including their spouse, covered by the Langlade County health insurance plan, can participate in the HRA at no cost to them. An employee who is not on the Langlade County health insurance plan can participate with self-payment. The HRA is a cost savings for employees and Langlade County. It provides employees with an opportunity to be proactive in their health. Appointments must be made in advance. The HRA is optional and confidential. It consists of the HRA survey, blood pressure, weight and biometrics.
- 8) Review the health insurance plan: Rae Anne went over the plan from 2012 to 2013. In 2012, the County had two plans. The Professional, Courthouse and Highway Unions stayed on the original County Plan, while the Corrections-Dispatch, Law Enforcement Unions, Non-Union, Elected and Retiree's moved to a plan with higher co-insurance and out of pocket costs. Barb Ochs will look into the 2012 year end reports and also follow up with any information available for 2013.
- 9) Adjourn the meeting: At 10:15 a.m., Jansen made a motion to adjourn the meeting, second by Nonnenmacher, all ayes, motion carried.

Respectfully submitted,

Pam Resch
Recording Secretary