

HEALTH INSURANCE TRUSTEES COMMITTEE

CHAIRMAN: Doug Nonnenmacher

MEMBERS PRESENT: Doug Nonnenmacher, Don Scupien, Richard Hurlbert, Gary Olsen, Robin Stowe

MEMBERS ABSENT:

OTHERS PRESENT: Kelly Jagelski, RJ Weitz, Sherri Hunter, Tammy Wilhelm, Jennifer Beran, Chet Haatvedt, Mary Meister, Dan Hoffmeister, Ron Barger, Nate Heuss, Marilyn Baraniak, Tina Wild, Dianne Fritsch, Pete Pennington, Stephanie Thiede, Jean Turunen, and Becky Rank

1. **Call the meeting to order:**
2. **The Pledge of Allegiance was recited.**
3. **Approve minutes from previous meeting held August 23, 2016:** Motion by Hurlbert, second by Scupien, all ayes, motion carried.
4. **Finalize health plan design and rates for 2017:** Kelly Jagelski, Horton Group, discussed the 4 options that were previously presented to the employee's of Langlede County. Representatives for the employees of Langlede County discussed the options with the Committee giving feedback. All representatives agreed that Option 3 would be the most beneficial.

Option 1: No plan changes. The cost increase to employees on the PPO plan would be approximately 12% or \$102.71 per month single and \$259.11 per month family. For the HSA Plan this would mean that everyone would contribute 5% of the cost of the plan, or approximately \$34.26 single and \$86.41 family on a monthly basis.

Option 2: Make minimal changes to PPO plan and the High Deductible Health Plan. The PPO plan would increase employee contribution by 10%, or \$85.59 single and \$215.93 family on a monthly basis. This is in addition to the current contributions. The HSA Plan the employees would contribute 2.5% of the monthly plan cost or \$17.13 single and \$43.20 family.

Option 3: The PPO Plan would increase the deductible to \$750 single/\$2,250 family, change urgent car co-pay to \$75, change emergency room co-pay to \$150, add \$100 single/\$200 family Rx deductible to tier 2 and 3 drugs and increase employee contribution by 8% or \$68.47 single and \$172.74 family on a monthly basis. This is in addition to the current contributions. The HSA Health Plan, after deductible, add urgent care copayment of \$75, add Emergency Room copayment of \$150 and add office visit co-pay of \$10 for primary care and \$25 for specialty care, employee High Deductible Health Plan contributions will remain at \$0

Option 4: To eliminate the PPO Plan and offer only High Deductible Health Plan. Participants that are NOT HSA eligible would be eligible for the FSA. This option would require employee contributions. Final contribution amounts will vary based on the level of plan changes.

Motion by Hurlbert, second by Scupien to accept Option 3 Health Plan Design and rates for 2017, all ayes, motion carried.

5. **Finalize proposed changes to prescription medication:** Kelly Jagelski, Horton Group, discussed the proposed changes to the Serve-you Custom Rx Management plan. Serve-You uses a Select Formulary that is a proven tool to reduce costs, maintain affordable medication access and promote use of lower-cost alternatives to members and their prescribers. 80 medications that are currently covered by Serve-You are now excluded from coverage on the Serve-You Select Formulary. Each of the excluded products has at least one comparable, preferred generic or brand name alternative drug that is covered on the benefit. Serve-You will send a letter to affected members in advance of a medication being excluded, educating them on

covered alternatives to discuss with their prescriber(s). Discussion was held on the benefit of this change for the County and its employee's.

Motion by Scupien, second by Hurlbert to accept Serve-You Rx Plan, all ayes, motion carried.

6. **Finalize decision to switch voluntary vision provider.** Kelly Jagelski, Horton Group, discussed Langlade County's current Vision Health Plan. Currently Langlade County uses UHC Spectera, stating the contract is up for renewal. Kelly discussed 3 different options for the Vision Health Plan.

Option #1: Renew with UHC Spectera, Increase cost will be 3% with a single plan being \$9.28 and Family being \$28.55. In-Network exam co-pay \$25, Contact Lenses up to 4 boxes of Formulary Contacts or \$105 Retail Allowance, Frames \$130 retail allowance.

Option #2: Superior Vision, Single plan \$6.82, Family plan \$22.98. In-Network exam co-pay is \$25, Contact Lenses \$175 retail allowances, Frames \$150 retail allowance.

Option #3: Superior Vision, Single plan \$7.91, Family plan \$26.42. In-Network exam co-pay \$0, contact Lenses \$150 retail allowances, Frames \$125 retail allowances.

A list of Providers within 30 miles of Antigo, WI was handed out and will be on file with the County Clerk office.

Motion by Hurlbert, second by Nonnenmacher to approve Option # 2 as Langlade County Vision Health Plan, all ayes, motion carried.

7. **Allocate funding for the wellness program.** Gary Olsen, Finance Director, discussed the funding for the wellness programs offered by the County. All employees that are on Langlade County's Health Insurance can participate in a Health Risk Assessment (HRA) yearly and can participate in the Welfit Program. The Welfit program cost the county around \$500 monthly and the HRA \$3,400 annually. Other programs that use the Health Insurance Fund are but not limited to, the Holiday Weight Challenge and the Healthy Ways Walk. Gary is recommending keeping the HRA and Welfit program within the Health Insurance Fund budget. He also recommended that the Wellness Committee could send a request to the Finance Committee for funding for the other programs. This would allow all employees to participate and not just those enrolled in the health insurance.

Motion by Hurlbert, second by Scupien to approve Welfit and the HRA to be paid from the Health Insurance Fund, all ayes, motion carried.

8. **Update regarding the self-funded health insurance fund balances.** Gary Olsen, Finance Director, discussed the Health Insurance Account Activity for the 2016 year. Gary stated that the County is under budget and is projected to remain under budget for the rest of the year. Discussion held, no action taken.

9. Adjourn the meeting:

Motion by Scupien, second by Hurlbert to adjourn the meeting at 10:55 a.m. All ayes, motion carried.

Respectfully submitted
Becky Rank, Recording Secretary