

MEETING OF THE DODGE COUNTY JOINT FINANCE COMMITTEE & HUMAN RESOURCES & LABOR NEGOTIATIONS COMMITTEE

AUGUST 9, 2022, 5:00 P.M.

FIRST FLOOR AUDITORIUM – ROOMS H & I

DODGE COUNTY ADMINISTRATION BUILDING, JUNEAU WI 53039

The Human Resources and Labor Negotiations Committee meeting was called to order by Human Resources and Labor Negotiations Committee Chairman Maly at 5:00 p.m.

Members present from the Human Resources and Labor Negotiations Committee: Greshay, Kuehl, Bobholz, and Maly.

The Finance Committee meeting was called to order by Dodge County Finance Committee Chairman Benter at 5:00 p.m.

Members present: Benter, Caine, Kuehl, and Kavazanjian.

Member(s) absent: Sheahan-Malloy

Others present: Interim County Administrator Jon Hochkammer; Interim Finance Director Eileen Lifke; Human Resources Director Sue Immel; Human Resources Assistant Director Tonia Mindemann; Land Resources and Parks Director Bill Ehlenbeck; IT Director Justin Reynolds; Treasurer, Patti Hilker; Human Services and Health Director, Becky Bell; Highway Commissioner, Brian Field; Chief Deputy, Scott Mittelstadt, citizen Jim Mielke and R&R Insurance Service representatives Shay Sherfinski, Chad Robinson, and Chris Kramer.

The following Non-Committee Member County Board Supervisor were in attendance: County Board Chairman Dave Frohling and County Board Supervisor Dave Guckenberger

There were no Non-Committee Member County Board Supervisors requesting payment for attending the meeting.

There was no public comment.

R&R Insurance Services representatives Shay Sherfinski, Chad Robinson and Chris Kramer appeared by Zoom to provide additional information on the 2023 Health Insurance plan. R&R Insurance sought plan quotes from health care insurance carriers other than Dean High Deductible Health Plan (HDHP) but was unable to obtain a quote due to the county's past risk factor as well as the uncertainty of future risk. In addition, it was difficult for other carriers to compete without the Health Reimbursement Arrange (HRA) Dean HDHP was offering. Three Dean HDHP's with varying deductibles and co-insurances were presented by R&R.

Other factors discussed included:

- Including retiree's on the county's health plan as well as their eligibility for the HRA
- Participation of part-time employees and number of hours qualifying for full-time and part-time
- Smoker surcharge
- Including spouses if they are offered a plan at a non-Dodge County employer
- Wellness Incentives
- Mental Health and Financial Wellness programs

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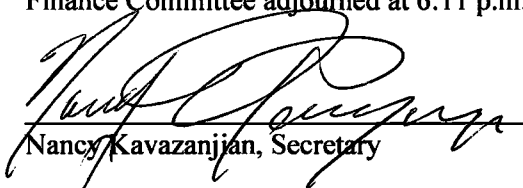
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It was asked if self-insurance was an option for Dodge County to which R&R stated that with Dodge County's current risk factor, it would not be a viable option. R&R Insurance will look into some of the discussion items suggested as well as the county's current Employee Assistance Program (EAP) to see if any of these options would add value to the currently proposed plans.

Motion by Benter, seconded by Caine to adjourn the Finance Committee meeting. Motion carried.

Finance Committee adjourned at 6:11 p.m.



Nancy Kavazanjan, Secretary

Disclaimer: The above minutes may be approved, amended, or corrected at the next committee meeting.