

**HUMAN RESOURCES COMMITTEE
MEETING MINUTES
May 21, 2013 @ 8:30am
Jefferson County Courthouse, Room 112**

1. Meeting called to order at 8:30am by J. Braughler.
2. Present: J. Braughler, G. David, D. Schulz, and J. Schroeder. Excused: P. Rogers. Quorum established. Others Present: K. Cauley, T. Palm, J. Molinaro, P. Ristow, B. Lamers, Supervisor D. Jones, E. Braatz, T. Mindemann, J. Nehmer, B. Frank, M. Seisser, A. Jenswold, Lydia Statz (Daily Union), RaeAnne Beaudry (The Horton Group), Emily Lockwood and Heather Danielson (Wisconsin Deferred Compensation Program)
3. Certification of compliance with the Open Meetings Law by T. Palm.
4. Agenda reviewed with no changes.
5. Citizen Comments. None.
6. Motion by J. Schroeder, second by G. David, to approve the April 16, 2013 minutes as printed. Motion carried 4:0.
7. Communications: A legal update, dated April 16, 2013, regarding “Court of Appeals Upholds Bargaining Changes Under Act 32.”
8. Rae Anne Beaudry, The Horton Group, presented a brief overview of the Health Care Reform (Affordable Care Act). 1. Health Care Reform Timeline from 2010 through 2015 and beyond. Most notably, in 2010 children were covered until age 26, providing they did not have access to other coverage; in 2011, HSAs/HRAs and Flexible Spending programs no longer covered over-the-counter medications; in 2012, employers were required to provide a 60-day advance notice of material modifications to a health plan and employers must pay a Patient-centered Outcomes Research Institute (PCORI) fee of \$1 per member/year. In 2013 the PCORI fee increases to \$2 per member/year and employers must provide W-2 information within 30 days of an employee’s termination, which reports the value of employer-sponsored health benefits; in 2014 coverage for adult children until age 26, regardless if they are married or have access to other coverage, no pre-existing condition exclusions, no annual dollar limits and deductible caps cannot exceed \$2000 for single and \$4000 for family. Ms. Beaudry further explained that a reinsurance fee will cost employers (added directly to premiums) of \$5.25/member/month, which will add approximately 3% to rates, before any medical adjustment is made. 2) Also reviewed are various penalties. Penalty for failure to offer, or offer appropriately, coverage to full-time employees would cost \$2000/year for all full-time equivalents, minus the first 30 FTEs, or approximately 1.2M. From a fiscal standpoint, this may be advantageous, but the ability to attract/retain staff would become an issue. Penalty for not offering affordable coverage, which is determined if the cost of the lowest single plan is more than 9.5% of the employee’s gross wages. 3) Questions for Consideration. The County needs to look what risk they have, including how many people are waiving that may go on coverage, how many employees are we possibly not offering coverage to that is required, and is the cost of our insurance considered unaffordable to any employee eligible for coverage. The best way to look at this is to run tests from payrolls from October 15, 2011 – October 15, 2012.

9. Motion by J. Schroeder, second by D. Schultz, to authorize the Human Resources and Finance department to run the necessary tests to determine if any policy needs to be changed to comply with the new federal law. Motion carried 4:0.
10. Emily Lockwood and Heather Danielson reported on the option of offering employees the choice of the Wisconsin Deferred Compensation Program. Highlights included the very low fees, as the program is prohibited from making a profit; fees are provided on quarterly employee statements; this would be in addition to our current 457b plan, which combined cannot exceed the annual contribution limits, and the State plan does NOT allow a loan option for employees.
11. Motion by J. Schroeder, second by G. David, to approve a resolution to County Board, to offer employees to option of participating in the Wisconsin Deferred Compensation Program, with modifications to the resolution as deemed necessary by the Corporation Counsel. Motion carried 4:0.

Break: 9:55am – 10:05am

12. T Palm, HR Director, presented the Human Resources Department monthly financials, noting any line items that were higher than expected would incur little if no other expense in 2013. Also discussed was the continuing need for professional services for a safety consultant as well as assistance with the Affordable Care Act implementation.
13. Motion by D. Schultz, second by G. David, to support a resolution to County Board to create four full-time Economic Support Specialist I/II positions and one full-time Administrative Assistant I position to respond to the need of operating the mandated healthcare exchange. Motion approved 4:0.
14. Motion by D. Schultz, second by G. David, to recommend an ordinance change to HR0360, Hours of Work, Overtime and Compensatory Time, to remove section B.8.e, eliminating the winter maintenance premium. Motion carried 4:0.
15. Confirmation from the committee that employees need to take vacation in the year received as it is healthy for them to do so as well as a fiscal issue for the County. T. Palm will reiterate to all employees that it will only be the rare exception that carryover will be allowed.
16. Discussion that a 1% COLA costs the County approximately \$260,000, of which \$59,000 is due to the Sheriff's union.
17. Next meeting scheduled 8:30am, Tuesday, June 18, 2013, to include an ongoing update on compliance with the Affordable Care Act.
18. Motion by J. Schroeder, second by G. David, to adjourn. Meeting adjourned at 10:42am.



 Human Resources Committee Secretary



 Date