



# ***GREEN LAKE COUNTY***

*571 County Road A, Green Lake, WI 54941*

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**Original Post Date: 11/2/21**

**Amended\* Post Date:**

**The following documents are included in the packet for the Personnel Committee on November 4, 2021:**

- 1) Amended Agenda
- 2) Minutes from October 14, 2021
- 3) Resolution Modify Health Insurance Plan Design and Update Personnel Policies and Procedures Manual



# GREEN LAKE COUNTY OFFICE OF THE COUNTY CLERK

Elizabeth Otto  
County Clerk

Office: 920-294-4005  
FAX: 920-294-4009

## ***Personnel Committee Meeting Notice***

***Date: Thursday, November 4, 2021 Time: 3:30 PM***  
***Green Lake County Government Center, County Board Room***  
***571 County Rd A, Green Lake WI***

### ***Amended\* AGENDA***

#### **Committee Members**

*Robert  
Schweder,  
Chair  
Sue Wendt,  
Vice-Chair  
Charlie  
Wielgosh  
Ken Bates  
Curt Talma*

*Elizabeth Otto,  
Secretary*

Virtual attendance at meetings is optional. If technical difficulties arise, there may be instances when remote access may be compromised. If there is a quorum attending in person, the meeting will proceed as scheduled.

1. Call to Order
2. Certification of Open Meeting Law
3. Pledge of Allegiance
4. Minutes: 10/14/21
5. Public Comment (3 minute limit)
6. \*Resolutions
  - \*Modify Health Insurance Plan Design and Update Personnel Policies and Procedures Manual
7. Updating Appendix B Pandemic and Natural Disaster Policy and Protocol
8. Committee Discussion
  - Future Meeting Dates: December 9, 2021 @ 3:30 PM
  - Future Agenda items for action & discussion
9. Adjourn

Due to the COVID-19 pandemic, this meeting will be conducted and available through in person attendance (6 ft. social distancing and face masks) or audio/visual communication. Remote access can be obtained through the following link:

Topic: Personnel

Time: Nov 4, 2021 03:30 PM Central Time (US and Canada)

Join Zoom Meeting

<https://us06web.zoom.us/j/88288180190?pwd=VnhtTkNlbStnYm8zbTE3bDYvRC9odz09>

Meeting ID: 882 8818 0190

Passcode: 779748

Dial by your location

+1 312 626 6799 US (Chicago)

+1 929 436 2866 US (New York)

Kindly arrange to be present, if unable to do so, please notify our office. Sincerely, Elizabeth Otto

**Please note: Meeting area is accessible to the physically disabled. Anyone planning to attend who needs visual or Audio assistance, should contact the County Clerk's Office, 294-4005, not later than 3 days before date of the meeting.**

**PERSONNEL COMMITTEE MEETING**  
**October 14, 2021**

The meeting of the Personnel Committee was called to order by Chair Bob Schweder at 3:30 PM on Thursday, October 14, 2021 in the County Board Room, Green Lake County Government Center, Green Lake, WI. The meeting was held both in person and via Zoom. The requirements of the open meeting law were certified as being met. The Pledge of Allegiance was recited.

Present: Ken Bates (Zoom)  
Bob Schweder  
Curt Talma  
Sue Wendt  
Charlie Wielgosh

Other County Employees Present: Liz Otto, County Clerk; Cathy Schmit, County Administrator (Zoom); Dawn Klockow, Corporation Counsel (Zoom); Paul Gunderson, Land Conservationist; Matt Vandekolk, Chief Deputy; Sheriff Mark Podoll

**MINUTES**

***Motion/second (Talma/Wendt)*** to approve the minutes of the August 12, 2021 meeting with no additions or corrections. Motion carried with no negative vote.

**PUBLIC COMMENT**

Kent Delucenay, President of the Green Lake Association, urged support of the resolution to reinstate the Soil Conservationist I position in the Land Conservation department.

**RESOLUTIONS**

- **Adding Soil Conservationist I Position in the Land Conservation Department**

Paul Gunderson, County Conservationist, stated the reasons for reinstating the position including grant funding for area lake management.

***Motion/second (Wielgosh/Wendt)*** to approve the resolution and forward to County Board for final approval. Motion carried with no negative vote.

**UPDATING APPENDIX B PANDEMIC AND NATURAL DISASTER POLICY AND PROTOCOL**

County Administrator Cathy Schmit and Corporation Counsel Dawn Klockow discussed the current policy as related to the COVID-19 pandemic. Discussion held. Schweder directed the COVID-19 team to review the FEMA policy that Klockow has and forward it to Personnel for next month's meeting.

**COMMITTEE DISCUSSION**

**Future meeting date: Regular meeting** – Next meeting date set for November 4, 2021 at 3:30 PM

**Future agenda items:**

**ADJOURNMENT**

Chair Schweder adjourned the meeting at 3:47 PM.

Submitted by,

Liz Otto  
County Clerk

DRAFT

**RESOLUTION NUMBER -2021**

**Modify Health Insurance Plan Design and  
Update Personnel Policies and Procedures Manual**

The County Board of Supervisors of Green Lake County, Green Lake, Wisconsin, duly assembled at its regular meeting begun on the 9th day of November 2021, does resolve as follows:

- 1   **WHEREAS**, Green Lake County has requested inclusion through underwriting into the  
2   Group Health Insurance Program offered by the Group Insurance Board and monitored  
3   by the Department of Employee Trust Funds (ETF) at an overall premium cost decrease  
4   of -27.3% with an estimated annual fiscal savings of -\$837,000 for the High Deductible  
5   State Plan PO17; and
- 6   **WHEREAS**, the review of the County's claims experience has been completed and the  
7   ETF underwriting team has assessed that the risk of our group is comparable to the  
8   average of the State program; therefore, Green Lake County will *not* incur any annual  
9   surcharge in order to join and participate in the plan; and
- 10   Majority vote is needed to pass.

☐ Approved by Personnel ☐ Disapproved by Personnel

Roll Call on Resolution No. -2021

Submitted by Property & Insurance  
Committee:

Ayes , Nays , Absent , Abstain

Passed and Adopted/Rejected as  
amended this 9th day of November, 2021.

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David Abendroth, Chair

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Patti Garro

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County Board Chairman

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Keith Hess

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ATTEST: County Clerk  
Approve as to Form:

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Chuck Buss

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Corporation Counsel

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Richard Trochinski

**WHEREAS**, Group Health Trust (GHT) has also submitted a proposal, essentially mirroring our current WEA Trust plan design, for a two (2) year contract with a year (1) one +8% premium increase and a year (2) two +8.5% max capped rate increase at a total 2-year estimated increased fiscal impact to the County of +\$488,100; and

**WHEREAS**, the County's current health insurance carrier WEA Trust has proposed a one (1) year contract retaining our current plan design and a rate increase of +17.8% with a total estimated *single* year increased fiscal impact to the County of +\$505,685; and

**WHEREAS** given historical data and projected budgetary premium trends, by fiscal year 2023 the County could save an estimated -\$1,064,300 in comparison to GHT proposal and/or an estimated -\$1,342,700 in comparison to WEA proposal, if the County enrolls in ETF Group Health Insurance Program; and

**WHEREAS** given historical data analysis and projected budgetary premium trends, by fiscal year 2023 the County will have saved an amount that would allow for a full County offset of employee deductibles of \$1500/\$300 through a contribution toward an employee HSA account and annual stipend of \$1500 to each employee who does *not* take the County health insurance option while still recognizing an estimated savings by fiscal year end 2023 of -\$320,000.

**OPTION ONE (lines 30 – 61): ☐ Approved for adoption**

**NOW THEREFORE BE IT RESOLVED** that the Green Lake County Board of Supervisors does approve enrolling in the Group Health Insurance Program offered by the Group Insurance Board and monitored by the Department of Employee Trust Funds (ETF) with the PO17 High Deductible Plan Design which, in brief general summary, includes

- Deductible: \$1500 Individual/\$3000 Family
- County Premium Contribution: 88% or \$612.11 Individual / \$1499.20 Family; whichever is lower
- Annual Out-of-Pocket Limit (OOPL): \$2500/\$5000
- Coinsurance: 100% until Deductible is met; then 10% up to OOPL
- Telemedicine Visit: Varies by service type
- Primary Care Office Visits: Deductible; \$15 co-pay after deductible met
- Specialty Provider Office Visits: Deductible; \$25 co-pay after deductible met
- Urgent Care: Deductible; \$25 co-pay after deductible met
- ER: Deductible; then \$75 co-pay; 10% coinsurance until deductible is met
- Outpatient Labs and X-ray: Deductible; 10% coinsurance
- Preventative Care: 100%
- Dental benefits: not included

- Prescription Copay Level 1 (\$5 or less), Level 2 (20% w/ \$50 max), Level 3 (40% w/\$150 max), Level 4 (After deductible; \$50), Preventive (\$0 as federally required).

**BE IT FURTHER RESOLVED** that should the County choose to enroll in the ETF PO17 High Deductible Plan Design the County will provide a \$1500/\$3000 Individual/Family pre-tax contribution for eligible enrolled employees to an established HSA account. And effective Fiscal Year 2022 employees who choose *not* to enroll in the County Health Insurance Plan will receive an annual payment of \$1500. And, also, effective Fiscal Year 2022 the County will waive the established “sunset” date of December 31, 2021 for active employees only for the use of existing HRA fund balances by allowing qualifying employees to retain the existing HRA fund balance for utilization toward a qualifying health care plan or allow their balance to revert back to the County to be used to offset their personal health insurance premium cost contribution until such time as their HRA fund balance is fully depleted.

**OPTION TWO (lines 63 – 86): ☐ Approved for adoption**

**NOW THEREFORE BE IT RESOLVED** that the Green Lake County Board of Supervisors does approve enrolling in the Group Health Trust (GHT) which, in brief general summary, includes,

**Tier One**

- Deductible: \$2000 Individual/\$4000 Family
- County Premium Contribution: 88%
- Coinsurance: 100%
- Emergency Room: \$250 Deductible
- Office Visits: \$25 co-pay
- Outpatient Labs and X-ray: \$100 co-pay
- Major Imaging (MRI, CT, PET, etc.) \$100 co-pay
- Preventative Care: 100%
- Dental benefits: not included
- Prescription drug co-pay

**Tier Two**

- Deductible: \$3000 Individual/\$6000 Family
- County Premium Contribution: 92%
- Emergency Room: 100% after deductible
- Urgent Care: 100% after deductible
- Outpatient Labs and X-ray: 100% after deductible
- Major Imaging (MRI, CT, PET, etc.): 100% after deductible
- Preventative Care: 100%
- Dental benefits: not included
- Prescription drug: 100% after deductible

