

**PROCEEDINGS OF THE BROWN COUNTY**  
**BENEFITS ADVISORY COMMITTEE**

Pursuant to Section 19.84, Wis. Stats., a regular meeting of the Brown County Benefits Advisory Committee was held on Thursday, February 14, 2019 at 3:30 pm in Room 650 of the Northern Building, 305 E. Walnut Street, Green Bay, Wisconsin.

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**PRESENT:** Jill Bomkamp, Sherry Officer, Louise Pfothauer, Erik Pritzl, Dan Process, John VanderLeest, Janelle Walton, Jan Stage (Associated Benefits and Risk Consulting), Supervisor Megan Borchardt and Supervisor Tom Sieber.  
**EXCUSED:** Supervisor Pat Moynihan, Jr.

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**1. Call meeting to order.**

The meeting was called to order by Chair Louise Pfothauer at 3:33 pm.

**2. Roll Call.**

Roll call was taken.

**3. Approve/Modify agenda.**

Motion made by Erik Pritzl, seconded by Jill Bomkamp to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**4. Approve/Modify Minutes from September 24, 2018.**

Motion made by Janelle Walton, seconded by Sherry Officer to approve. Vote taken. **MOTION CARRIED UNANIMOUSLY**

**5. Presentation from Associated and discussion of cost savings strategies including those addressed in 2018.**

Jan Stage, Associated Benefits and Risk Consulting (Associated), distributed and discussed the December YE 2018 Funding Analysis Report (attached). Jan emphasized that this report reflects paid claims (not claims incurred). Jan indicated that the 2018 YTD Plan Performance (Sum of Total Funding less Total Costs) was favorable for the year (\$1.5 million) and that the YTD % of Total Costs to Funding was 91.97%. Breakeven is 100%. Jan also indicated that the County was able to avoid high cost claims in 2018, which helped to bolster this favorable outcome.

Jan indicated that health care costs for 2020 are projected to increase by 7% - 8%. Associated is estimating that Brown County's increase will be around 4.5%. However, Administration has challenged Associated to keep this at zero.

To address this request, Jan indicated that Associated will be going out and requesting bids from fully-insured plans; including those with reduced providers or a single provider. Jan indicated that there is more competition in this field and that recent trends support exploring fully-insured plans further. Associated will also continue to review the current plan for efficiencies; especially within prescriptions (pharmacy).

Wellness programs were discussed. Currently, only employees are required to participate in Health Risk Assessments (HRA's). Associated will assess the potential benefits/costs connected with requiring spouses to participate in family plans. Employee owned on-site / near-site clinics will be put out to bid and reviewed. Other wellness programs will also go out for bids and reviewed.

Jan indicated that he will give a presentation on self-funded plans at the March 14, 2019, BAC meeting (approximately 30 minutes).

Other topics discussed included:

- Alternative programs (i.e., Teladoc, Bellin Fast Care, Naturally Slim, etc.) and their impact
- Employee communication options (i.e., lunch and learn, emails, video transmission, intranet, etc.) and any budgetary implications – paid (mandatory) versus unpaid (voluntary)

No action taken.

**6. Review and discuss role of BAC in 2019 including acquiring new members.**

Currently, the Benefits Advisory Committee is short two (2) representatives. The goal is to have these positions filled by the next schedule meeting (March 14, 2019).

The timing of committee member elections was also discussed. It was suggested that a December/January timeframe is preferred as it allows members to become more familiar with the committee and time to evaluate/suggest potential plan changes. Also suggested was the staggering of elections; half in one year and half in the next. This would avoid a potential turnover of all members at one time and allow for better integration of new members.

Also discussed was the date and time of future meetings; second Thursday of each month at 3:30 pm.

No action taken.

**7. Schedule next meeting.**

Next meeting scheduled for Thursday, March 14, 2019 at 3:30 pm.

**8. Adjourn.**

**Motion made by John Vander Leest, seconded by Janelle Walton to adjourn at 4:42 pm. Vote taken. MOTION CARRIED UNANIMOUSLY**

Respectfully submitted,

Dan Process  
Secretary