

PROCEEDINGS OF THE ROSEAU COUNTY BOARD OF COMMISSIONERS

October 5, 2010

The Board of Commissioners of Roseau County, Minnesota met in the Courthouse in the City of Roseau, Minnesota on Tuesday, October 5, 2010 at 8:30 a.m.

CALL TO ORDER

The meeting was called to order at 8:30 a.m. by County Board Chairman Alan Johnston. The Pledge of Allegiance was recited. Commissioners present were Roger Falk, Mark Foldesi, Alan Johnston, Jack Swanson, and Russell Walker.

APPROVAL OF AGENDA

Accepting the resignation of Assistant Highway Engineer Tim Erickson was added to the Consent Agenda. A motion to approve the agenda was made by Commissioner Walker, seconded by Commissioner Foldesi, and carried unanimously.

CONSENT AGENDA

A motion to adopt the Consent Agenda was made by Commissioner Swanson, seconded by Commissioner Falk and carried unanimously.

The Board, by adoption of its Consent Agenda, approved proceedings from the September 28, 2010 Board Meeting; approved a Resolution of Support for a Clear River Forestry Station Multi Purpose Campground; approved advertising for Sidewalk Snow Removal RFP's and approved a Resolution of Support for Deer Hunter Participation in the Bovine TB Testing Program.

INSURANCE COMMITTEE

Gwynne Roadfeldt and Patty Ignaszewski met with the Board on behalf of the Insurance Committee and presented 2011 Employee Health Insurance and Benefits plan recommendations.

Ms. Roadfeldt reviewed the Northwest Service Cooperative renewal rate. The minimum/maximums are reviewed and voted on annually by the NWSC C/C/OGA Advisory Committee. The committee chose a minimum increase of 2.5% and a maximum increase of 25%. All groups that had a negative experience rating will receive no increase. Blue Cross/Shield of Minnesota reported a 14.4% INCREASE needed for Roseau County's group for 2011. The premiums for our existing plans are as follows:

The current (2010) premium is \$321.50 for single and \$756.00 for a family plan. The 2011 premium with the 14.4% increase is \$368.00 for a single plan, and \$865.00 for a family plan.

The current County contribution is \$238.50 per month toward a single plan and \$578.00 per month toward a family plan. The current county contribution to the employee's VEBA account is: \$74.00 per month for a single plan and \$164.50 per month for a family plan.

Roseau County currently carries 38 Single Contracts and 66 Family Contracts; plus 2 Inactive Retiree Single Contracts and 2 Inactive Retiree Family Contracts. Retired/COBRA employees pay their own premiums. Retired employees, on Roseau County's health insurance, receive the same VEBA contribution as active employees.

The Insurance Committee recommends that the County continue with the \$2,250 deductible Blue Cross Blue Shield VEBA Health Plan; and recommends that for 2011 the county offer a \$5,000 deductible Blue Cross Blue Shield VEBA/HSA plan as a *second option* for employees. Adding an HSA Plan would allow the employee to contribute money to the HSA account, whereas only the employer can contribute to the VEBA account. The premium for the \$5,000 deductible plan is \$307.50 per month for a single plan, and \$722.50 per month for a family plan.

A change for our group in 2011 is the mandated crossover feature. This ensures the NWSC the low rate with Select Account for benefit administration. Another change for 2011 is if an employee signs the refusal of crossover, they have an option of receiving a debit card for their flexed medical expenses.

LIFE INSURANCE:

On April 27, 2010, the Roseau County Board authorized *Integrity Employee Benefits, LLC* (Jim and John Ochs) to conduct a formal Request for Proposals for Life Insurance. On July 28, 2010, Roseau County released specifications in accordance with M.S. 471.6161 for Basic Life/AD & D, Dependent, Supplemental Employee and Spouse Life/AD & D Insurances. Specifications were forwarded to 20 insurance companies or public pooling arrangements. Proposals were received from 11 bidders representing an overall savings that ranged between 4% and 39% as compared to current rates.

A \$10,000 basic life insurance policy is provided at no cost to all eligible employees. A \$5,000 dependent life insurance is also provided for spouse and dependent children. Employees may purchase supplemental life coverage of up to \$500,000/EE, and up to \$250,000/Spouse.

The Insurance Committee recommends accepting the life insurance bid from *Prudential* which represents an annual savings of -\$8,536 (-36%), total savings for county and employees combined, for coverage equal to current coverage elections. *Prudential* has guaranteed the life insurance premium rates for three years.

LONG TERM DISABILITY INSURANCE:

Integrity Employees Benefits, LLC requested informal bids for Long Term Disability Insurance on behalf of Roseau County. The Insurance Committee recommends accepting the bid from *Hartford* for Long Term Disability Insurance coverage representing an annual savings of -\$6,036 (-35%) for coverage equal to current coverage elections. *Hartford* has guaranteed the LTD rates for three years. Long Term Disability is 100% employee sponsored. No county dollars are involved.

DENTAL INSURANCE:

Integrity Employee Benefits, LLC requested informal bids for Dental Insurance on behalf of Roseau County. We are currently covered through *Ameritas* who proposed a 27%

increase for 2011. The Insurance Committee recommends accepting the bid from *United Health* for Dental Insurance coverage representing a monthly savings of -\$814.66 per month. *United Health* has guaranteed the dental premium rates for two years. Dental Insurance is 100% employee sponsored. No county dollars are involved.

SHORT TERM DISABILITY INSURANCE:

Short Term Disability is 100% employee sponsored and coverage is provided to employees through *Colonial Life*. No county dollars are involved. The rates will remain unchanged for 2011. The Insurance Committee recommends continuing the current coverage offering.

LONG TERM CARE INSURANCE:

Long Term Care Insurance is offered to employees and is 100% employee sponsored. Coverage is provided by CNA through the Minnesota Long Term Care Partnership Program. The Insurance Committee recommends continuing the current coverage offering.

EYE CARE INSURANCE:

Eye Care coverage is offered to employees through the Ameritas Group. It is 100% employee sponsored. No county dollars are involved. The rates will remain unchanged for 2011. The Insurance Committee recommends continuing the current coverage offering for the vision insurance plan.

AFLAC:

Roseau County began offering *Aflac* to employees in 2010. This, also, is a 100% employee sponsored plan with premiums deducted through payroll. The Insurance Committee recommends continuing the current coverage offering through AFLAC for 2011.

NEWSLETTER:

As part of the Employee Wellness Program, Roseau County provides employees with a Top Health monthly newsletter. An electronic version of Top Health is distributed to employees where county computer access is provided. In work environments where computer access is not provided, the county provides a paper copy that is included with pay stubs. *Top Health* has been provided for a number of years. The annual cost is \$643.10 and our subscription is renewed through 5/1/2011.

125 FLEX MEDICAL PLAN:

The Insurance Committee recommends continuing with *Select Account* to handle our 125 medical FLEX monies. The fees continue at \$ 1.83 per participant per month for 2011. The fees cover the administration of Medical Flexible spending accounts, Day Care Flexible Funds, and VEBA accounts for active employees. Inactive employees/retirees pay their own fees. The annual cost of administering the FLEX plan for 2011 is estimated to be \$2,550.

The Insurance Committee recommends that we do not allow a "Grace Period" to incur claims for reimbursement from the previous year's medical flex dollars. We do currently offer a "run out" period of three months to submit expenses and recommend that the "run out" period be continued.

Roseau County has set \$4,000 as the maximum employees are allowed to FLEX for medical. This does not affect the Day Care FLEX monies, as the IRS sets this maximum, which is currently at \$5,000.

A motion was made by Commissioner Swanson, seconded by Commissioner Walker, and carried by unanimously to adopt the following resolution:

2010-10-01

BE IT RESOLVED that the Roseau County Board accepts the recommendations of the insurance committee for benefit year 2011.

BE IT FURTHER RESOLVED, that the Board authorizes the continuation of the Employee Wellness Program.

Upon motion carried, the Board adjourned the regular meeting at 9:30 a.m. The next regular meeting of the Board is scheduled for October 12, 2010 at 8:30 a.m.

Attest:

Date: _____

Teresa Klein, Board Clerk
Roseau County, Minnesota

Alan Johnston, Chair
Board of County Commissioners
Roseau County, Minnesota