

**Minutes
Trempealeau County Personnel/Bargaining Committee**

September 8, 2011

Committee Chair, Tom Bice called the meeting to order at 10:30 a.m. in the Tremple Room of the Courthouse in Whitehall, Wisconsin.

The open meeting law requirements were met.

Committee members present:

Tom Bice
Doug Winters
Wally Geske
Dick Miller
Bob Duellman

Others in attendance:

Jami Kabus
Kim Clatt

Motion by Winters and seconded by Duellman to adopt the agenda. Motion carried.

Motion by Duellman, and seconded by Geske to adopt the 8/18/2011 minutes. Motion Carried.

Kabus summarized the health insurance bidding results. Kabus said that not being allowed to receive claims histories from ETF greatly hurts the county's shopping power and many potential bidders declined to bid because no claims history is available. Clatt said that the TCHCC has approximately 240 employees with health insurance policies. Kabus said that the Courthouse has approximately 174 policy holders. The committee discussed the two self-insured proposals and the pros and cons of being self insured. They compared the premiums and fees associated to being self-insured. The committee agreed that unless we know what the county costs for claims, this would not be a realistic option until a claims history is established. The Committee moved on to bids that were for Health Traditions and Gundersen/Lutheran. These two bids were presented as sole provider bids, meaning no other provider could offer coverage to the County. Both premiums were less than what ETF released for 2012, but there is also a decrease in provider options for the employee, as the whole county would have to go with a single provider. This would decrease costs to employees and the employer, but would also provide less service for the employees. Kabus said that Group Health Trust would be another option, but would require employees to complete a one-page health survey, would match ETF benefits and offer a larger provider selection within their network. The committee reviewed ETF rates for 2012 and the new provider in the County, WEA Trust NW and the loss of Group Health EC. The Committee was pleased to see a decrease in ETF rates. The lowest cost plan in the county is again Health Traditions. Although they lost the hospital in Arcadia last March, they are still the most utilized plan in the County. Miller suggested submitting a resolution to withdrawal from the State plan and pursue the health history questionnaires, adding that we can rescind the resolution by December 1 if we chose. The Committee again stated their concern with only offering one provider for the County, even though it would be a cost savings. Kabus said she also met with the Labor Management Group on 9/1/2011 and went over the bids as well. They also reviewed the bids and ETF's 2012 rates with Health Traditions coming in as the lowest cost plan. The consensus of the Labor Management Group was to stay with ETF for 2012 using the lowest cost plan and would be interested in further researching the Group Health Trust health plan next year. **M/2nd by Geske/Miller to remain with ETF as the health insurance provider for 2012 with Health Traditions as the lowest cost plan and proceed with collecting Health Questionnaires for 2012 health insurance bidding. Motion Carried**

The next meeting is scheduled for September 15, 2011 at 9:00 am in the Packer Room

Bice adjourned the meeting at 12:13 pm.

Respectfully submitted,
Douglas Winters/jk
Secretary, Personnel/Bargaining Committee