

**SE SWCD TECHNICAL SUPPORT JPB
EXECUTIVE & PERSONNEL COMMITTEE MEETING
SPECIAL MEETING**

Tuesday, October 8, 2019
Goodhue County SWCD Office
10:00 A.M.

M I N U T E S

ATTENDED BY: Jim Purfeerst – JPB Executive Committee (by Conference Call), John Jaeger – JPB Executive Committee Goodhue SWCD, Daryl Buck – Personnel Committee Winona SWCD, Mark Ihlenfeld – Personnel Committee Steele SWCD, Kathryn Tesmer – Personal Committee Fillmore SWCD, Glen Roberson – Goodhue SWCD, Delane Krier – Goodhue SWCD, Kate Bruss- JPB Engineer, Pete Fryer-JPB Engineer, Chris Nelson-JPB Engineering Technician,

I. CALL MEETING TO ORDER

The meeting was called to order at 10:10 a.m. by John Jaeger (standing in for Chair Jim Gebhardt). A quorum of the Executive Committee is present. All in attendance rose and recited the Pledge of Allegiance.

Jim Gebhardt had called in prior to the meeting and delegated his Executive Committee authority to John Jaeger for this meeting as he could not attend.

Those present gathered to discuss the current Health Insurance policies and possible changes to the SE SWCD Technical Support JPB's Health Insurance plan.

II. DISCUSSION AND ACTION ON JPB HEALTH INSURANCE

1. Review Current Policy & 2020 Future Policy Health Insurance Contribution Formulas

Glen Roberson reviewed with those present the current & 2020 Future employee/employer Health Insurance contribution formulas. Discussion took place concerning how the employee/employer contribution rate could possibly be changed and the benefits and savings it would have to the JPB.

2. Review PEIP Health Insurance Renewal Terms

Motioned by Jim Purfeerst, seconded by John Jaeger to change the JPB's Health Insurance coverage with the formulas presented. The Employee will be allowed to choose between the three different options of coverage offered by the plan. The Employee Health Benefits implemented as follows:

HSA Option Plan – Single Premium Rate: 100% paid by Employer with \$3000.00 contributed per year by Employer to Employee HSA account.

Family Premium Rate: 89% paid by Employer / 11% paid by Employee with \$4500.00 contributed per year by Employer to Employee HSA account.

Value Option Plan – Single Premium Rate: 92% paid by Employer / 8% paid by Employee
Family Premium Rate: 85% paid by Employer / 15% paid by Employee

High Option Plan – Single Premium Rate: 87% paid by Employer / 13% paid by Employee
Family Premium Rate: 81% paid by Employer / 19% paid by Employee

No Plan – Employee waving insurance coverage will receive a monthly taxable payment equivalent to the Value Single Health Plan Premium

Voting affirmative: Purfeerst, Jaeger. Opposed: None. Motion passed.

III. **OTHER**

Discussed Aflac and Long Term Disability

IV. **ADJOURNMENT**

Motioned by Jim Purfeerst, seconded by John Jaeger to adjourn the meeting. Voting affirmative: Purfeerst, Jaeger. Opposed: None. Motion passed.

The meeting was adjourned at 11:50 a.m.

Respectfully submitted,



Jan. 28, 2020

Glen Roberson
Secretary

Employee Benefits 2020

10/8/2019

Medical Advantage Plans		HSA Option	Premium	Employer Share	Employer Premium	Employee Share	Employee Premium	
		Single	443.56	100%	443.56	0%	0.00	
		Family	1,179.76	89%	1,049.99	11%	129.77	
		Single & Family	HSA Plan Only - SWCD will contribute \$3,000 Single / \$4500 Family yr to employee's HSA account.					
Value Option		Premium	Employer Share	Employer Premium	Employee Share	Employee Premium		
		Single	570.70	92%	525.04	8%	45.66	
		Family	1,520.12	85%	1,292.10	15%	228.02	
High Option		Premium	Employer Share	Employer Premium	Employee Share	Employee Premium		
		Single	635.20	87%	552.62	13%	82.58	
		Family	1,692.24	81%	1,370.71	19%	321.53	
Each Employee		Selects their own coverage options on PEIP enrollment form. Benefit Level HSA, Value or High Network Carrier Health Partners, Blue Cross Blue Shield or Preferred One						
Cash Payment		Employees waiving insurance because of coverage under another group plan will receive a monthly taxable cash payment equivalent to Value Single Health Plan.						
Dental		Comprehensive	Premium	Employer Share	Employer Premium	Employee Share	Employee Premium	
		Single	38.70	90%	34.83	10%	3.87	
		Family	92.24	90%	83.02	10%	9.22	
No Dental Ins Coverage		Employees will not be offered Dental Insurance / Year 2020						
Life		Coverage	Employer Premium	Employee Premium				
		Employee	SWCD will provide \$20,000 Basic Life	5.60 Per Month				
		Dependent Life	SWCD will provide Dependent Life	1.18 Per Month				
		\$5,000 Spouse, \$2,500 per Dependent Child						
		Employee's Expense						
No Life Ins Coverage		Employees will not be offered Life Insurance / Year 2020						
MN Public Employee Insurance Program (PEIP) Documentation		Based on Age Per \$1000						
Refer to		For information specific to each plan option, coverage, deductible, co-pay...						
SE SWCD Tech Support JPB Flexible Benefits Plan		To provide participants with a choice between cash and certain "qualified benefits" as defined in Section 125 of the Code.						