

VILLAGE OF GRAFTON
VILLAGE BOARD MEETING MINUTES
SEPTEMBER 30, 2013

President Brunnquell called the Village Board meeting to order at 6:00 p.m. The Pledge of Allegiance followed.

Board members present: Jim Brunnquell, Jim Grant, Dave Antoine, Richard Rieck, David Liss, Sue Meinecke, and Lisa Harbeck

Present: Village Administrator Darrell Hofland, Director of Administrative Services Paul Styduhar, Building Inspector Tom Johnson, Director of Public Works / Executive Utility Director Dave Murphy, Chief of Police Charles Wenten, Parks and Recreation Director John Safstrom, Deputy Clerk Jilline Dobratz and other Village of Grafton employees.

Employee Health Insurance Committee members: Jilline Dobratz, Barry Ganske, Tom Johnson, Leslie Jochman, Brian McCutcheon, Karin Sevener, Paul Styduhar and Doug Wilde.

Others Present: Mike Haessler from Robertson Ryan & Associates, Michael Schwitzer from WEA Trust, Village of Grafton retired employees, members of the press and community.

RESOLUTIONS/ORDINANCES/ACTION ITEMS

2014 Health Insurance Plan Selection

Village Administrator Darrell Hofland stated the Employee Health Insurance Committee has had several meetings over the last two and a half months. Representatives from Robertson Ryan & Associates (RRA) and WEA Trust have attended several meetings of the Committee. RRA provided three Group Medical Benefit/Cost Analysis options to the committee this morning. At the beginning of September, active employees provided current medial information online with FormFire. In addition to active employees, the Village Board gave direction to obtain 2014 quotes to include all retirees both over and under 65. The deadline to complete FormFire was Friday, September 20, 2013. Unfortunately, two retirees who are eligible for Medicare were unable to participate. Options were discussed with Village Board members who indicated that if we had at least 100% participation from active employees and under age 65 retirees, to obtain quotes for those groups. The Employee Health Insurance Committee met for two hours this morning.

Village Administrator Darrell Hofland clarified the agenda. If no action is taken by the Village Board, employees will continue to participate in the Wisconsin Public Employers' Group Health Insurance Program (state plan) for 2014. If action is taken to withdraw from the state plan, a health care provider does not have to be decided at this meeting. Opportunities for other quotes will be researched and obtained as most providers are not able to give quotes more than 90 days from the effective date of the policy.

Director of Administrative Services Paul Styduhar provided a spreadsheet to the Village Board. The lowest 2014 state plan is Anthem Blue. Three options were provided by RRA. The Employee Health

Insurance Committee made a decision based on the following factors: favorable employee survey results for the current state plan, not being able to get back into the state plan for three years if the Village withdraws, all of the retirees are eligible for coverage, the uncertainty of the Affordable Care Act, and the cost analysis being available with limited time to analyze.

After reviewing the spreadsheet, Trustee Rieck asked if the column for the state plan include all the retirees. Mr. Styduhar stated that is correct.

President Brunnuell asked if the insurance representatives would like to speak.

Mike Haessler of Robertson Ryan & Associates, independent agent, 10335 North Port Washington Road, Mequon

Mr. Haessler has been working with the Village of Grafton to provide quotes. Most carriers will not provide quotes until October 1, 2013 for coverage starting January 1, 2014. Part of the WEA Trust bid is not to exceed a rate cap of 10 percent for 2015. Also, 2014 rates are based on the current enrollment. The option they prepared, which included higher co-pays and dental coverage, was the lowest rates. The retirees who are eligible for Medicare were not included in any of the quotes.

Village Administrator Darrell Hofland stated one concern that has been identified is what options exist for retirees who are eligible for Medicare.

Mr. Haessler explained Medicare options and noted they would work with individuals directly and help with supplement plans. RAA would provide quotes with the best options to include a supplement plan with Medicare plans. They can shop for Medicare part D and supplement amounts. Trustee Grant stated he has a supplement plan and he has no plan costs or medication costs. Mr. Haessler agreed with Trustee Grant.

Bill Wisely, Town of Trenton, retired police sergeant, questioned Mr. Haessler about what impact on the rates would occur if Medicare eligible retirees would be included in the quotations. Mr. Haessler stated rates would be higher and the amounts would depend on particulars of the retirees. Mr. Wisely stated of the two retirees who didn't fill out FormFire, one was in a nursing home and questioned how retirees are contacted. Mr. Wisely stated he had assistance from the Office of the Village Administrator in completing FormFire and it took over two hours to complete.

Mr. Haessler said FormFire is HIPPA compliant and the private industry has moved to portal because of paper forms being out in the open. On average, it takes the primary person about 40 minutes to complete and each dependant approximately 20 minutes. FormFire is the Village's property and the data is kept so it can be updated in the future.

Trustee Harbeck clarified if they do not vote for any change, they will continue with state plan and that plan includes retirees who are 65 and over. The quotes from RRA do not include the retirees 65 and over. Also, Anthem Blue does not include dental coverage but other plans do have dental coverage. Mr. Styduhar clarified the dental coverage and State options. Lowest State Plan is Anthem Blue.

President Brunnquell asked if any of the Village Board members had any questions and if everyone agreed to remain in the state plan. It was consensus by roll call of all Village Board members to remain in the state plan.

President Brunnquell stated the idea of a two year guarantee of no more than 10 percent would be better received in a year or two. It is unknown how the Affordable Care Act will be funded and he has no problems staying with the state plan. The Village Board needs to look more closely at the private sector and move closer to them.

Teri Dylak, former Village Clerk, retired, asked how notification was handled regarding tonight's meeting. Ms. Dylak stated the only way she found out was through a friend as she did not receive a letter from the Village. Village Administrator Darrell Hofland said all retirees were mailed letters. Other retirees present stated they did receive letters.

Resolution to withdraw from the Wisconsin Public Employers' Group Health Insurance Program
No action.

Village Administrator Darrell Hofland expressed gratitude to the Employee Health Insurance Committee, RRA and WEA Trust.

ADJOURN

Motion by Trustee Meinecke, seconded by Trustee Harbeck, to adjourn the Village Board meeting at 6:36 p.m. Motion carried.