

## **Minutes of the Human Resources Committee**

**Tuesday, September 25, 2018**

Chair Nelson called the meeting to order at 6:30 p.m.

**Present:** Supervisors Larry Nelson, Jeremy Walz, Mike Crowley, Joel Gaughan, Tom Michalski, Bill Mitchell and Ted Wysocki.

**Also Present:** Chief of Staff Mark Mader, Human Resources Manager Jim Richter, Senior Human Resources Analyst Renee Gage, County Board Chair Paul Decker, and County Board Supervisors Duane Paulson, Kathleen Cummings, Chuck Wood, Darlene Johnson, and Dave Zimmermann.

### **Approve Minutes of August 21**

**MOTION:** Walz moved, second by Wysocki to approve the minutes of August 21. Motion carried 7-0.

### **Chair's Executive Committee Report of September 17**

Nelson said the Executive Committee approved the 2019-2023 Capital Projects Plan, two appointments and one ordinance, and heard standing committee reports.

### **Schedule Next Meeting Date**

- October 2

### **Future Agenda Items(s)**

- Sheriff's Department Staffing and Overtime (Michalski)

### **Ordinance 173-O-048: Approve Modifications To Retiree And Active Employee Life Insurance Program**

Richter discussed this ordinance as outlined and said currently, the County provides a life insurance program for active regular full-time and part-time employees, including access to dependent life insurance. County retirees are allowed to continue life insurance coverage, with the premiums paid by the retiree until they reach the age of 65, after which the benefits are reduced and the County pays the premiums for the remainder of the retiree's life.

Over time, this practice of providing retirees with free insurance coverage for life has made it increasingly difficult to obtain affordable life coverage for the County as a whole. The high cost of insuring older retirees with no incentive to terminate coverage they do not pay for has a disproportionate impact on the blended active plus retiree rate providers are willing to bid. This ordinance addresses that issue by phasing in reduced coverage caps and implementing a requirement that retirees pay the full cost of retiree life insurance. For employees retiring on or after January 1, 2019, life insurance coverage will terminate upon attaining age 70. While over time these changes will reduce the cost to the County of providing life insurance to retirees to zero, the primary reason for this change is to attract the interest of insurers for all life coverage, which has diminished under the current structure.

In addition to the changes to the retiree life insurance program, this ordinance also modifies the active employee program to purchase dependent life insurance (\$20,000 for a spouse and \$10,000 for other dependents), and up to \$150,000 in additional term life insurance for themselves. The full cost of this insurance will be paid by the employee. This ordinance requires no additional tax levy.

Gaughan requested the following amendment.

MOTION: Gaughan moved, second by Mitchell to revise lines 20-21 as follows.

WHEREAS, it is important that current retirees and those with immediate retirement plans are not adversely affected by any changes to the retiree life insurance program; and

Revise line 33 as follows:

I. Any employee who retires on or after.....

Revise line 36 as follows:

II. Any employee who retires on or after.....

Motion carried 7-0.

MOTION: Walz moved, second by Michalski to approve Ordinance 173-O-048 as amended.  
Motion carried 7-0.

MOTION: Walz moved, second by Michalski to adjourn at 6:53 p.m. Motion carried 7-0.

Respectfully submitted,

*Michael A. Crowley*

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Secretary