

Wisconsin Indianhead Technical College
Special Board Proceedings
November 3, 2011

A special meeting of the Wisconsin Indianhead Technical College Board was held on Thursday, November 3, 2011, at 12:00 p.m., at the WITC-Administrative Office, located at 505 Pine Ridge Drive, Shell Lake, Wisconsin 54871. Wisline teleconferencing was utilized by some Board members.

CALL TO ORDER AND ROLL CALL/DETERMINATION OF QUORUM

Chairperson, David Minor, called the meeting to order at 12:05 p.m. with the following Board members present: James Beistle (telephone conference), Aimee Curtis (Shell Lake), Chris Fitzgerald (Shell Lake), Lorraine C. Laberee (telephone conference), Dave Minor (Shell Lake), James Schultz (telephone conference), Jean Serum (Shell Lake), and Eileen Yeakley (Shell Lake). *Morrie Veilleux provided notice that he would not be in attendance at this meeting.* It was noted that a quorum was established.

The WITC staff in attendance were: Rebecca Cusick (Shell Lake), Steve Decker (Shell Lake), Bob Meyer (telephone conference), and Cher Vink (telephone conference).

OPEN MEETING

Rebecca Cusick, Administrative Specialist/Analyst, read the following open-meeting statement: "The November 3, 2011, special meeting of the Wisconsin Indianhead Technical College Board, and all other meetings of this Board, are open to the public and in compliance with state statutes. Notice of the meeting was sent to the press on November 1 in an attempt to make the general public of Wisconsin aware of the time, place, and agenda of the meeting."

APPROVAL OF AGENDA

Chair Minor reserved the right to modify the order of the agenda to accommodate persons making presentations, live or via technology.

Jean Serum moved, seconded by Eileen Yeakley to approve the agenda. Upon a unanimous vote, motion carried.

AUDIENCE RECOGNITION ANNOUNCEMENT

Time was reserved for Chair Minor to make an announcement about this agenda item if needed. The Audience Recognition Board policy (II.M.) was included in the Board book as a reference.

EXECUTIVE SESSION

Chair, Dave Minor, requested a motion for the Board to adjourn into executive session under the provisions of Wisconsin Statutes §19.85 (1)(c)(e) for the purpose of considering the bargaining environment and strategies.

James Beistle moved, seconded by James Schultz, to go into executive session in accordance with Wisconsin Statutes §19.85 (1)(c)(e) for the purpose of considering the bargaining environment and strategies. Chair Minor announced the motion. Upon a roll-call vote, all members present voted yes (8-0); motion carried.

Chairperson, Dave Minor, called the executive session to order at 12:08 p.m. with the following Board members present: James Beistle (telephone conference), Aimee Curtis (Shell Lake), Chris Fitzgerald (Shell Lake), Lorraine C. Laberee (telephone conference), Dave Minor (Shell Lake), James Schultz (telephone conference), Jean Serum (Shell Lake), and Eileen Yeakley (Shell Lake). *Morrie Veilleux provided notice that he would not be in attendance at this meeting.*

The WITC staff in attendance during the executive session were: Rebecca Cusick (Shell Lake), Steve Decker (Shell Lake), Bob Meyer (telephone conference), and Cher Vink (telephone conference).

Chris Fitzgerald moved, seconded by Lorraine Laberee, to adjourn the Executive Session and convene back into the regular Board meeting. Upon a roll-call vote, all members present voted yes (8-0); motion carried and the executive session adjourned at 12:21 p.m.

OPEN SESSION RECONVENED

OTHER ITEMS REQUIRING BOARD ACTION

1. Announcements and/or Action from Executive Session

Time was reserved for the Board Chair to provide an announcement about the executive session, if appropriate. Chair Minor noted there was nothing to report.

2. Approval of Health Insurance Plan

Administration recommended approval for a proposal for WITC's medical insurance plan from Health Partners of Bloomington, MN, for a three-year agreement. The effective date for this proposal is January 1, 2012. The Health Plan proposals were evaluated using a Request for Proposal (RFP) process. Proposals were received from five providers with one proposal not meeting minimum requirements of the RFP. The table summarizing the scoring was included in the

Board information. The plan that was recommended is a fully insured product, which closely matches the District's current "85/15", "80/20" and "Modified Retiree" plan designs including coverage and employee out-of-pocket maximums. The 85/15 plan option would be eliminated for all employee groups except for the custodial union, which requires this plan in their current contract expiring June 30, 2012. This plan also adds an option for a High-Deductible Health Plan (HDHP) of \$2,500 per person with a maximum of \$5,000 per family deductibles. This HDHP would be supplemented with a Health Savings Account (HSA) in which the College would fund \$2,500 per employee for calendar year 2012. The rates proposed were highlighted in the documentation and includes a rate cap guarantee of 9% for 2013 and 12% for 2014. It also provides for a 6% penalty for termination prior to the third year of the agreement. Administration also recommended utilizing the Health Partners option of an Employee Assistance Plan (EAP) for \$1.68 per employee per month, which includes up to 3 face-to-face visits and unlimited telephonic or Web sessions.

Per the Board's request, employees will be notified that the \$2,500 college contribution to the employee HSA accounts may change in future years. Employees have a yearly election and can switch between the 80/20 and HDHP plan each year. The HSA dollars do roll over from year to year. Mr. Decker noted that there are two benefits to locking into a 3 year proposal; 1) budget constraints during a bad claims year, and 2) current bargaining environment allows for this change and bargaining may change in the future. He also noted there are costs associated with moving to different providers such as start-up costs. Every time you change providers, benefits change and employee confusion escalates. The College does have an option to take the 1 year proposal and not take the 2 optional years on the proposal. Mr. Decker noted that we have averaged about 11% increases per year in recent years. Mr. Minor stated that the Board will need to discuss what the plan should be for future years.

James Beistle moved, seconded by Chris Fitzgerald, to approve WITC's medical insurance plans from Health Partners, effective January 1, 2012, as recommended by Administration. Upon a roll-call vote, all members present voted yes (8-0); motion carried.

3. Approval of Dental Administration Fees

Administration recommended approval of a proposal for WITC's self-insured dental insurance plan from Health Partners of Bloomington, MN, for a three-year agreement. The effective date for this proposal is January 1, 2012. The Dental Insurance Plan proposals were evaluated in conjunction with the Health Insurance

Plan Request for Proposal (RFP) process. Proposals were received from seven providers and the summary of proposals was provided to the Board.

Eileen Yeakley moved, seconded by Chris Fitzgerald, to approve WITC's self-insured dental insurance plan from Health Partners, effective January 1, 2012, as recommended by Administration. Upon a roll-call vote, all members present voted yes (8-0); motion carried.

4. Rejection of Third Party Administrator

Administration recommended rejecting all proposals submitted and withdrawing the Request for Approval (RFP) for third party administration of WITC's self-funded medical insurance plans. The College will be transitioning to a fully insured product for 2012 for health insurance which makes the utilization of a TPA unnecessary for medical benefits. A summary of was provided to the Board.

Jean Serum moved, seconded by Chris Fitzgerald, to rejecting all proposals submitted and withdrawing the Request for Approval (RFP) for third party administration of WITC's self-funded medical insurance plans as recommended by Administration. Upon a unanimous vote of all members present; motion carried.

5. Approval of Section 125 Plan

Administration recommended accepting the proposal of Health Partners as the administrator of WITC's Section 125 plan effective January 1, 2012, for a two-year contract, in the estimated amount of \$0 for 2012 and \$10,000 for 2013, or a total of \$10,000 for both years. This recommendation is based on the anticipated cost, the quality of service, the services provided, and integration into other benefits provided. A report was provided to the Board to show the various details of proposals submitted. The Section 125 plan is commonly referred to a "Flexible Spending Account" which allows employees with traditional health plans to direct pre-tax payroll deductions to reimburse out-of-pocket medical costs. Mr. Decker noted that Health Partners has waived the Section 125 plan administration fee for the first year of the proposed plan. The College will be required to go out for a Request for Proposal (RFP) after 2 years on this plan. The College may be able to get a better plan cost if more employees sign-up for the HDHP. Ms. Vink stated that the College plans to start enrollment sessions next week and due to finish by December 9, 2011.

Chair Minor thanked the Board members for attending the special meeting. He also noted that he would like to have the health plan on a regular Board meeting agenda in the next couple of months to discuss a long-term plan.

Chris Fitzgerald moved, seconded by Aimee Curtis to approve Health Partners as the administrator of WITC's Section 125 plan effective January 1, 2012, for a two-year contract as recommended by Administration. Upon a roll-call vote, all members present voted yes (8-0); motion carried.

Eileen Yeakley moved, seconded by Chris Fitzgerald, to adjourn the meeting. The meeting adjourned at 1:05 p.m.

Respectfully submitted,



Lorraine Laberee

Board Secretary

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