

Minutes  
Group Health Insurance & Wellness Committee

Date: September 22, 2010  
Time: 12:00 PM

Committee Members Present: Ald. Kittelson (Chairperson), , Michael Williams, Kent Huijbregtse, H.R. Director Tom Rice, Mark Zehfus, Jack Vander Weele, Cal Hughes for Matthew Polzin, and JoAnn Decker for Rae Ann Schmitz.

Excused: Ald. Wangemann, Ald. Versey

Others: Lori Woelfel, Bob Bluske

1. Chairpersons Ald. Kittelson called the meeting to order.
2. Pledge of Allegiance.
3. Approval of minutes from August 4, 2010 meeting. Williams, Hughes. Motion carried. Approval of minutes from May 7, 2010 meeting. Zehfus, Hughes. Motion carried.
4. HR Director Tom Rice advised the City has changed its third party administrator (TPA) as of January 1, 2011. It will now be United Health Care (UMR). Due to this there will be mandatory employee benefit meetings to be completed by November 15, 2010. Retiree meetings will be held at separate times in December. Retirees over age 65 will be offered a different option involving supplemental insurance. The change in the TPA was strictly a financial decision. The City received quotes from Human, Prairie States and UMR. The City received a 3 year contract with 2 year rates remaining the same and no more than 5% increase for the 3<sup>rd</sup> year. There is also an option to cancel after the 1<sup>st</sup> year. There is a 10% increase in the insurance rates, which is based on maximum exposure. There will be no issues, with pre-existing conditions, with the change-over.
5. Lori Woelfel discussed the Needs and Interest Survey. The final survey was handed out and will be mandatory for all employees to complete. They will give out at the department heads meeting on September 27<sup>th</sup> and will need to be completed and returned by October 4<sup>th</sup>.
6. HR Director Rice discussed and handed out information on communication strategies and the importance of communicating wellness initiatives.
7. HR Director Rice also gave out a handout on WELCOA's 7 benchmarks for a wellness program. He also discussed the need for a wellness team in each department.

8. Reviewed a sample operating plan for a wellness program as well as an incentive program.

9. John Wuich of BHCG cancelled due to change in TPA.

10. Chairperson Kittelson discussed the March of the Pink Brigade, which will be held on October 16<sup>th</sup> at the YMCA from 6:30 am to 10:00am. Proceeds will go to Sheboygan County Cancer Care Fund. Volunteers are needed, see Ald. Kittelson if you can help.

7. The next meeting of the Group Health Insurance & Wellness Committee will be on Wednesday, October 20, 2010 at 12:00 pm.

8. Motion to adjourn. Hughes, Zehfus. Motion carried.