

**Walworth County Board of Supervisors
Human Resources Committee Meeting Minutes
Wednesday, May 19, 2021 at 3:30 PM
Walworth County Government Center, County Board Room 114
100 West Walworth Street, Elkhorn, Wisconsin**

Vice-Chair Rick Stacey called the meeting to order at 3:30 p.m.

Roll call was conducted and the following members were present, either in person or by remote attendance: Chair Susan Pruessing; Vice-Chair Rick Stacey; and Supervisors Kathy Ingersoll, Kenneth Monroe and Ryan Simons. A quorum was declared.

Others in Attendance:

County Supervisors: Nancy Russel, Brian Holt, and David Weber

County Staff: County Administrator Mark W. Luberda; Human Resources Director Kate Bishop; Benefits Manager Lisa Henke; Human Resources Manager Donna McIntyre; and Finance Director Jessica Conley

Members of the Public: Nicole Dahl from M3 Insurance

On motion by Supervisor Simons, second by Supervisor Monroe, the agenda was approved with no withdrawals.

On motion by Supervisor Simons, second by Supervisor Ingersoll, the April 28, 2021 Human Resources Committee meeting minutes were approved.

Public Comment – There was none.

New Business

7a) Resolution No. **-06/21 Approving an Affirmation Action Plan for Walworth County for Plan Year July 1, 2021 to June 30, 2023

Human Resources Manager Donna McIntyre provided a brief overview of the affirmative action plan for the next two years. Current numbers have been impacted by COVID-19 due to the inability to conduct in person interviews, however, there has been positive movement in diversifying the workforce overall. McIntyre explained, the goal for the next two years is to increase applicant numbers via job postings, recruitment marketing, and attending hiring events remotely. Discussion followed. **Supervisor Monroe offered a motion, second by Supervisor Simons, to approve the proposed Resolution No. **-06/21 Approving an Affirmation Action Plan for Walworth County for Plan Year July 1, 2021 to June 30, 2023. Motion carried 5-0.**

7b) 2022 Health Benefit Design Recommendations

Human Resources Director Kate Bishop explained it is time to review the current health benefit design and consider design changes for 2022. Nicole Dahl from M3 insurance provided an overview of the two proposed plan changes. She explained, between the two tier options employees have, these changes will only apply to Tier 1. The first proposed change is to remove the complexity of the maximum out of pocket costs by eliminating the separate out of pocket totals. In addition, it is proposed the total maximum out of pocket costs be reduced from \$7,350 for single and \$14,700 for family to \$6,000 for single and \$12,000 for family. It is also being proposed to increase the specialty drug maximum member cost share from \$100 to \$250. County Administrator Mark W. Luberda provided explanation as it relates to the budget process stating, this is a preliminary step and this topic may come back with changes. There will also be further information

provided as numbers are finalized. **Supervisor Monroe offered a motion, second by Supervisor Simons, to support proposed plan design changes. Motion carried 5-0.**

Reports

8a) Update on staffing related to COVID-19

Bishop presented the promotional video created with Acting Director of Health and Human Services (HHS) Carlo Nevicosi, which advertises pandemic related positions in Walworth County. She explained they intend to create more videos pertaining to other departments for recruitment purposes. Bishop then provided a staffing update on HHS and Lakeland Health Care Center (LHCC) pandemic related positions. Discussion followed.

8b) Report of Ordinance No. 1236-04/21 Continuing Limited-Term, Human Resources- Related Special Authority to Enable Continued Response to and Management of Operations During the COVID-19 Pandemic by Extending Certain Authorization as Previously Approved within the 2020 Resolution for a Declaration of Emergency and Ordinances 1215-06/20, 1224-09/20, and 1230-12/20

Bishop stated there are no updates to report.

Reports/Announcements by Chairperson – There were none.

Confirmation of next meeting: The next meeting was confirmed for Wednesday, June 16, 2021 at 3:30 p.m.

Adjournment

On motion by Supervisor Monroe, second by Supervisor Simons, Vice-Chair Stacey adjourned the meeting at 3:54 p.m.

Submitted by Lindsey Ross, Administrative Assistant. Meeting minutes were approved by the Human Resources Committee at the June 16, 2021 meeting.