

PROCEEDINGS OF THE BOARD OF SUPERVISORS
March 20, 2018

The Board of Supervisors of Cerro Gordo County, Iowa, met in regular session pursuant to adjournment. Present: Chairman Casey Callanan, Vice Chairman Chris Watts, Supervisor Tim Latham and various members of the public.

Chairman Callanan convened the meeting at 10:00 a.m. Watts moved with Latham seconding, to approve the minutes from the March 12, 2018 regular session and today's agenda. Motion passed unanimously.

Latham moved with Watts seconding, to **remove the unpaid leave of absence request under Road Workers Contract – Paragraph 14.01 from the agenda.** Motion passed unanimously.

Latham moved with Watts seconding, to **authorize the Chair to sign agreement with Barkema Land Co to stockpile rock.** Motion passed unanimously.

Watts moved with Latham seconding, to **authorize the chair to sign the 5-Year Construction Program and FY19 Budget to be submitted to the DOT.** Motion passed unanimously.

Latham moved with Watts seconding, to **set public hearing & letting date for the box culvert replacement on Thrusch Ave (S56) north of 190th Street for April 17, 2018, at 10:10 a.m.** Motion passed unanimously.

Latham moved with Watts seconding, to **approve claims.** Motion passed unanimously.

Watts moved with Latham seconding, to **approve the bid from North Iowa Ext. Inc. in the amount of \$6750.00 to demolish property at 9050A 300th St, Clear Lake.** Motion passed unanimously.

Latham moved with Watts seconding, to **adopt Resolution 2018-31, WHEREAS, Cerro Gordo County maintains a health insurance benefit plan for the benefit of its employees; and; WHEREAS, the Cerro Gordo County Board of Supervisors shall maintain the current benefit plan design (referred to as: Traditional Coinsurance Plan) with respect to the deductible, coinsurance, and annual out-of-pocket maximum coverage limits as an option for employees of Cerro Gordo County eligible for the health insurance benefit. The Board of Supervisors, at its sole discretion, reserves the right to make amendments to benefit plan attributes as directed by Federal or State mandates or for protection of litigation and/or the financial solvency of the benefit plan; and; WHEREAS, the Cerro Gordo County Board of Supervisors has provided a qualified high deductible health plan (HDHP). This plan is to be compliant with all applicable IRS limits, rules, and regulations, and subject to changes for compliance; and; WHEREAS, all full-time employees of Cerro Gordo County must, at a minimum, maintain single health insurance coverage in the health insurance program offered by the County; and; WHEREAS, the Cerro Gordo County Board of Supervisors shall, for this plan year, fund 100 percent of the current single premium for either health plan option. The Board of Supervisors reserves the right to revisit this financial commitment if there are any significant changes to the cost of the health plan beyond its control, (i.e. reinsurance, provider negotiations, legislative mandates, 10% change in employee demographics, etc.) NOW, THEREFORE, BE IT RESOLVED, that the Cerro Gordo County Board of Supervisors hereby adopts the following with regard to health insurance coverage for all employees:**

1. The County will maintain a Health Insurance Program.
2. The County will offer employees the option of two health plans. Deductible amounts and other plan documents are available in the Auditor's Office:

Plan 1: Traditional Coinsurance Plan
Single - \$688.00 (100 percent paid by County)
Family - \$1,515.00

Family Insurance Contributions: Non-bargaining, full-time employees will pay 20 percent of the family premium for the Traditional Coinsurance Plan for fiscal year beginning July 1, 2018 (\$303.00). The county will pay the remainder of the family premium (\$1,212.00). An employee's flexible benefit dollars may be applied towards their share of the family premium. The amount contributed towards family health insurance by bargaining

unit employees is as prescribed by the applicable collective bargaining agreement.

Plan 2: High Deductible Health Plan (HDHP) & Health Savings Account (HSA)

Single - \$652.00 (100 percent paid by County)

Family – \$1,440.00

Family Insurance Contributions: All full-time employees will pay 20 percent of the family HDHP premium for the fiscal year beginning July 1, 2018 (\$288.00). The county will pay the remainder of the family premium (\$1,152.00). An employee's flexible benefit dollars may be applied towards their share of the family policy. Contributions towards this plan shall be the same for bargaining and non-bargaining employees.

3. Health Savings Account (HSA):

Only employees who elect coverage under the HDHP policy shall receive a contribution into a Health Savings Account (HSA).

Single: The County shall contribute \$500.00 to the employee's HSA for the fiscal year beginning July 1, 2018. The employee shall receive \$500.00 deposited in equal payments of \$20.84 over 24 pay periods during the fiscal year.

Family: The County shall contribute \$1,000.00 to the employee's HSA for the fiscal year beginning July 1, 2018. The employee shall receive \$1,000.00 deposited in equal payments of \$41.67 over 24 pay periods during the fiscal year.

New Employees: An employee hired during the fiscal year and electing coverage under the HDHP will receive the single or family HSA contribution prorated, by month, for the remaining months of a fiscal plan year.

4. This resolution supersedes Resolution No. 2017-37 adopted March 21, 2017, and shall take effect July 1, 2018. Motion passed unanimously.

Watts moved with Callanan seconding, to **approve 2018 recommendations from the Cerro Gordo County Soil & Water Conservation District for Real Estate Tax Relief under the "Slough Bill".** Motion passed. Latham abstained from the vote.

Latham moved with Watts seconding, to adjourn at 10:13 a.m.

Various tabulations, reports, correspondence and other documents that were presented at today's meeting are placed on file with the supplemental minutes.

Chairman Casey Callanan
Board of Supervisors

Becky Kirchgatter, Deputy County Auditor
Cerro Gordo County