



Bay Area Workforce Development Board

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EXECUTIVE COMMITTEE of the Bay Area Workforce Development Board

Meeting Minutes December 13, 2007

Present: Paul Linzmeyer, Sam Perlman Tony Marcelle, Joe Hilke, John Haugh
Absent: Christine Jensema, Mike Troyer

Mr. Linzmeyer called the meeting to order at 8 AM. Roll call showed a quorum present with several members participating by conference call. The Minutes of the December 7 meeting were approved as submitted on a motion by Mr. Hilke, second by Mr. Haugh.

The company's health care plan was the topic of discussion. The cost of continuing the existing plan for staff was going up about 50% as of the renewal date 12/15/2007. We have been working for many years with Rogers Benefit Group, a local independent broker of health care services, and they have done well for us by pooling our group with others. This year several distinct factors came together to raise the cost of our health coverage significantly. Staff had been working with the Healthy Lifestyles Cooperative through the Green Bay Area Chamber to reduce costs. Healthy Lifestyles is pooling groups together to keep long term cost increases under control. Unfortunately, the cost of getting into the Healthy Lifestyles Cooperative was prohibitive for our group. Mr. Golembeski was seeking advice from the committee members about whether to continue benefits at the current levels or reduce benefits for staff. The first options would require an allocation of additional administrative funds by the board of about \$10,000 to cover the cost.

One fact in the discussion is that Bay Area WDB has only a small administrative staff and very low staff turnover. As staff members age, costs increase. Staff characteristics are such that a prescription drug benefit is a priority for them, and Mr. Golembeski wants to maintain that for them. Unfortunately, such a benefit precludes establishing health savings accounts (HSA) for the company. For the future we will need to explore whether there can be a beneficial balance between an HSA and prescription drugs.

Members had several suggestions for staff for future consideration. They would like to see the company take more proactive measures to promote healthy lifestyles among staff. Health risk assessments would do much to identify areas for improvement. They suggested that copay rates would be based on information from such assessments to encourage healthy practices. Health savings accounts need to be further explored. There might be other options to join pools of other insured groups. The committee asked that Mr. Golembeski begin to work on other options right away instead of waiting until the renewal date at the end of the calendar year.

Mr. Golembeski recommended trying to stay within the current administrative budget by increasing deductibles for staff but maintaining the prescription drug benefit and office co-pays for staff. He believes that can be done without the allocation of additional dollars at this time. Members concurred with that decision, so no additional action was taken at this time.

The meeting adjourned at 8:50 AM.