

Notice of Public Meeting
Tuesday, October 25, 2022
8:30 a.m.

**ADMINISTRATIVE
 COMMITTEE**

Door County Government Center
County Board/Chambers Room (C102), 1st floor
421 Nebraska Street, Sturgeon Bay, WI

Oversight for Child Support, Corporation Counsel, County Administrator, County Clerk, Human Resources, Technology Services, Transportation, and Veteran's Services

AGENDA:

1. Call Meeting to Order
2. Establish a Quorum ~ Roll Call
3. Adopt Agenda / Properly Noticed
4. New Business (Review / Action)
 - ◆ **Human Resources**
 - ◆ 2023 – DC Wellness Incentive for 2023 – Motion
5. Matters to be Placed on a Future Agenda or Referred to a Committee, Official, or Employee
6. Next Meeting Date(s)
 - Tuesday, December 13, 2022 – 9:00 a.m.
7. Adjourn

This meeting will be conducted by teleconference or video conference. Members of the public may join the meeting remotely or in-person.

To attend the meeting via computer:

Please click the link below to join:

<https://us02web.zoom.us/j/89865529292?pwd=SW1RaDZTYs94ZVBNSTY0WTUySG5mZz09>

Webinar/Meeting ID: 898 6552 9292
 Passcode: 836840

Or by Phone:

Dial:1-312-626-6799

Deviation from Order Shown May Occur

**COUNTY OF DOOR**

County Government Center
421 Nebraska Street
Sturgeon Bay, WI 54235

Ken Pabich

County Administrator
(920) 746-2303
kpabich@co.door.wi.us

TO: Administrative Committee

FROM: Ken Pabich, County Administrator
Kelly Hendee, Human Resources Director

DATE: October 24, 2022

RE: WellWorks Plan Incentive Amount

Background

For the health insurance, the premium share that employees are responsible for is 15% of the overall premium. We have used a wellness program to incentivize and improve the overall health of the workforce and also provide an opportunity for employees to reduce their cost of the premium. Under the Go365 plan the County had award attainment levels which allowed employees to reduce their premium by obtaining points. The reductions equated to the employee going from 15% to 12%, 10% or 8% depending on the points earned.

Last year we moved away from Go365 since the percentages of members actually connecting with a primary care physician remained low which was not meeting the program goals that we had intended. For 2022, it was determined that a switch to Wellworks which would provide an easier avenue for members to achieve the wellness criteria allowing for a premium incentive. Employees would either see their doctor or establish a relationship with a primary care physician for a Wellness exam, along with one other documented preventive screening to obtain a premium incentive.

Analysis:

At the Committee meeting last week (October 18, 2022), there was a concern that there were too many changes occurring for employees in one year. We provided a summary of the impact of an employee that did not use the incentive program. We have now updated the sheet to also show the impact of an employee that was at the maximum wellness incentive in 2022.

Based on the analysis, we wanted to provide the committee an alternative while still trying to meet our program goal of getting employees connected with a primary care physician. By increasing the incentive from 3% to 5% - meaning the employees would be responsible for 10% of premium v. 12%, we believe that we lessen the impact of the insurance changes while still rewarding those employees who are making healthy choices.

The change in the incentive plan would not change the overall insurance increase of 6%. In short, we feel that the change in the incentive can be absorbed by the existing surplus if needed.

Recommendations:

Both the 3% and 5% are viable options. With the 5%, we believe we are lessening the impact of the insurance changes and we are also providing a great incentive for the employees to take advantage of the Wellworks program.

Example of Employee Net Increase with 6% Increase to Health Premiums

6% Increase to Health Plan - No Wellness Participation by Employee

Employee

	Total Monthly Premium	Employee Share @ 15%	Monthly Increase	Annual Increase
2022	2,400.00	360.00		
2023	2,544.00	381.60	21.60	259.20
Employee Annual Salary		\$ 50,000.00		
3% Wage Increase 2023		1,500.00		
2% Review Increase 2023		1,030.00		
		\$ 2,530.00		
Net Employee Increase for 2023			\$ 2,270.80	4.54%

6% Increase to Health Plan - Max Wellness Participation by Employee change from 8% to 12%

Employee

	Total Monthly Premium	Employee Share @ 12%	Employee Share @ 8%	Monthly Increase	Annual Increase
2022	2,400.00		192.00		
2023	2,544.00	305.28		113.28	1,359.36
Employee Annual Salary		\$ 50,000.00			
3% Wage Increase 2023		1,500.00			
2% Review Increase 2023		1,030.00			
		\$ 2,530.00			
Net Employee Increase for 2023				\$ 1,170.64	2.34%

6% Increase to Health Plan - Max Wellness Participation by Employee change from 8% to 10%

Employee

	Total Monthly Premium	Employee Share @ 10%	Employee Share @ 8%	Monthly Increase	Annual Increase
2022	2,400.00		192.00		
2023	2,544.00	254.40		62.40	748.80
Employee Annual Salary		\$ 50,000.00			
3% Wage Increase 2023		1,500.00			
2% Review Increase 2023		1,030.00			
		\$ 2,530.00			
Net Employee Increase for 2023				\$ 1,781.20	3.56%