

**Business Employment Skills Team, Inc.
Human Resource Committee (Hybrid) Meeting
December 18, 2023**

The HR Committee meeting was called to order at 5:36 p.m. by Chair Wayne Reising. Roll call was taken.

Name	Present	Absent	Name	Present	Absent
James Duffy	X		Wayne Reising	X	
Chris Flikkema			Jamey Sulser	X	

Proxy: Chris Flikkema to Wayne Reising

Others Present: Carrie Folken, Jo Ann Johnson, Jessica Green

Approval of Meeting Minutes

Jim Duffy motioned to approve the August 28, 2023 Human Resource Committee Meeting Minutes. Motion was seconded by Jamey Sulser. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
James Duffy	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	

Motion carried.

Business Meeting

Review and Approval of Employee Health and Life Insurance Renewal

Jo Ann informed members that the Employee Health (and Life) Insurance coverage with United Health Care (UHC) will renew on January 1, 2024. She said that the current plan that we have with UHC is no longer available, but they did quote us a plan that is similar. The plan, she said, is somewhat similar to what we already have, but there is an increase of out of pocket from \$7,750/\$10,000 to \$8,000/\$10,000. Jo Ann told members that the group received a 22.5% increase. Jo Ann told members that although inflation may contribute to a small portion of the increase, she suspects that the major cause is due to claims history. Jo Ann said that since she did not receive the renewal rates until a few weeks ago, United Health Care will honor our current rate for the month of January. Therefore, the rate increase will go into effect February 1, 2024.

Jo Ann told members that she did secured quotes from our agent and another local agent to see what other options are available. The quotes that we received were from Blue Cross/Blue Shield and Health Alliance. The Blue Cross/Blue Shield provided a narrow network which would not include all areas of the local workforce area. The Health Alliance plan, she said, was more expensive than the renewal rates with United Health Care. After a review of the insurance plans and our agency budget with Carrie and Jessica, Jo Ann said that we are proposing to accept the renewal rates with United Health Care.

A lengthy discussion then followed regarding the health (and life) insurance renewal. Wayne commented that he was not surprised to see such an increase since the past few years our group received minimal increases. He also agreed that the increase was most likely due from claims. Jim asked if we could get a claims report for our group to see the claim history. Jo Ann explained that since we are a small group, this information is not available. Wayne continued by saying that smaller groups are put together so the claim history may be from other groups and not necessarily ours. After discussion, Jim Duffy motioned to approve the Employee Health (and Life) renewal with United Health Care effective January 1, 2024. Motion was seconded by Jamey Sulser. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
James Duffy	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	

Motion carried.

During discussion, Jo Ann mentioned that she did not feel that the current agent (Tom Payton, Peru Insurance Company) was an advocate for the agency nor did he provide the service required to administer the plans. She said that BEST, Inc. will be changing the Agent of Record for plans with United Health Care and Delta Dental effective January 1, 2024. Jim Duffy motioned to approve the Agency of Record Change for United Health Care (health/life) and Delta Dental (dental/vision) effective January 1, 2024. Motion was seconded by Jamey Sulser. Roll Call vote was taken.

Name	Yes	No	Name	Yes	No
James Duffy	X		Wayne Reising	X	
Chris Flikkema	X		Jamey Sulser	X	

Motion carried.

Other Business

2024 Holiday Schedule

Carrie informed members that a copy of the 2024 Holiday Schedule was included as an informational item with the meeting materials.

Public Comments

None

Adjournment

With there being no further comment, the meeting was adjourned at 5:50 p.m.

Jo Ann Johnson