

**Business Employment Skills Team, Inc.
Human Resource Committee Meeting
October 27, 2025**

The HR Committee meeting was called to order at 5:30 p.m. by Chair Wayne Reising. Roll call was taken.

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

Proxies: Jamey Sulser to Wayne Reising

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

Approval of Meeting Minutes

Jim Duffy motioned to approve the June 23, 2025 Meeting Minutes. Motion was seconded by Kathy Enbom. Roll Call vote was taken.

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

Motion carried.

Business Meeting

Review and Approval of Employee Health and Life Insurance Renewal

Jo Ann reviewed the Employee Health/Life Insurance Renewal information for members. She said that the group insurance plan with United Health Care received a 8.6% increase effective January 1, 2026. Jo Ann told members that the agent (Bart Hartauer) reviewed the utilization report with her and the increase is partially driven by actual group usage and partially by current market trends. Jo Ann noted that while exploring the option of going out for bid, it was confirmed that Blue Cross/Blue Shield would be the only alterative bidder and their rates would be significantly higher than our current renewal.

After discussion, members stated that they were anticipating a higher increase based on what they have seen in the industry. They commented that the increase with United Health Care does not seem extraordinary.

Jim Duffy motioned to accept the Employee Health and Life Insurance Renewal with United Health Care as presented. Motion was seconded by Kathy Enbom. Roll Call vote was taken.

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

Motion carried.

Other Business

Carrie informed members that there will be an HR Committee meeting on December 15 prior to the BEST Board meeting.

Public Comments

None

Adjournment

With there being no further business, the HR Committee meeting was adjourned. Meeting adjourned at 5:40 p.m.

Jo Ann Johnson