

VILLAGE OF FONTANA ON GENEVA LAKE
WALWORTH COUNTY, WISCONSIN
(Preliminary Minutes)
Human Resources Committee Meeting
September 30, 2020

The virtual Human Resources Committee meeting was called to order by Chairman Pat Kenny at 9:00 am on Wednesday, September 30, 2020 in the Village Hall.

Members Present: President Pat Kenny, Trustee McGreevy

Members Absent: Trustee Prudden

Also Present: Theresa Loomer

General Business

Approval of Minutes for July 17, 2020 Meeting

Trustee McGreevy/President Kenny 2nd made a MOTION to approve the minutes from the July 17, 2020 Human Resources Committee Meetings, and the MOTION carried without negative vote.

Consider Cash in Lieu Policy for Health Insurance Opt-Out

Loomer stated that many government entities are now offering a Cash in Lieu option for an employee that voluntarily opts out of enrolling in the offered health insurance plan. She gathered information from seven other government entities that have Cash in Lieu policies and the opt-out incentive ranges anywhere from \$2,000 to a single premium. The cost to the Village for a family health insurance plan in 2021 is \$21,767.28 and a single health insurance plan is \$8,863.08. Loomer recommended that if an employee does opt-out of health insurance that they sign a waiver and provide proof of coverage under a different health insurance plan. Kenny asked if there is any downside to the employees. Loomer stated that it is a win-win in that an employee can choose to stay enrolled in the village's health insurance plan, or opt-out and receive \$6,000 and save the Village almost \$3,000 for a single plan and \$16,000 if they have a family plan.

President Kenny/Trustee McGreevy 2nd made a MOTION to recommend Village Board approval of a Cash in Lieu Policy for Health Insurance Opt-out in the amount of \$6,000 and require the employee to sign a waiver and provide proof of health insurance, and the MOTION carried without negative vote.

Set Next Meeting Date

The next meeting date will be set for the last week in October.

Adjournment

President Kenny/Trustee McGreevy 2nd made a MOTION to adjourn the meeting at 9:08 am, and the MOTION carried without negative vote.

Minutes prepared by: Theresa Loomer, Village Administrator/Clerk

Note: These minutes are subject to further editing. Once approved by the Human Resources Committee, the official minutes will be kept on file at the Village Hall.

APPROVED: 11/19/20