

Personnel Committee

Meeting called to order at 11:00 am

November 27, 2024

In attendance: Terry Jeffrey, Jill Crafton, Dorothy Pedersen, Dylan Monahan, Ken Carlson (North Risk Partners)

Agenda approved.

Old Business:

1. We will receive our participants data from the recent employee salary and benefits survey this afternoon, and data will be shared when it arrives. As far as our own salary/benefits survey through David Drown and Associates, Terry has begun to work on the format, as well as the participants we'd like to ask to be participants. We should have the survey ready to go in January 2025. We'll review info as we receive it from Mark Goldberg from DDA.

New Business:

Ken Carlson, our rep from North Risk Partners, presented the 2025 changes to our existing benefit program.

Health care: Our existing plan premiums will rise 16.1% in 2025, a cost increase of over \$16,000. We have two reasonable options: increase the deductible of our existing plan; or have Health Partners, Alliana, Blue Cross Blue Shield of Minnesota, and Medica bid our employee group as a small group (level funding) vs. our existing Health Partners plan that combines us with a large group of small employers. We have asked Ken to bid out our employee small group—which takes about 2 weeks—to see if there are potential cost savings we could achieve. He will report back when bids are received.

Dental: Minimal increase of 3.84%, which totals \$1920 a year.

Life insurance: Additional cost of \$4 a month

AD&D, dependent life insurance, long term and short-term disability: no change in cost.

We are still part of a nice package of additional benefits through North Risk, which includes a plan design and cost comparison with comparable employers in the region, industry and size through Milliman. Ken will perform that analysis for us, and report back when the health care bids are presented. Other benefits North Risk includes is an easy employee enrollment platform, professional consulting, legal services, training programs, HR compliance info, and webinars on a variety of HR topics for our managers as well as employees.

Additional info: After some research, it looks as if most employers are not shifting the cost of health care increases to employees, but instead are changing to plans with cost cutting measures such as higher deductibles, fewer benefits, or other plans which have closed networks. This trend is a continuation of what has been done for the last 2+ years, as most employers are aware of the compounding cost of inflation to employees over a series of years. In general, Minnesota employees pay 21% of their health care premiums; our employees pay only for the cost of family coverage. That is a competitive advantage over our watershed districts in our area.

Meeting adjourned at 12:00 pm.

Next Personnel Committee meeting: TBD, as needed with the salary/benefits survey and handbook revisions. Personnel Handbook: DDA will be asked to bid on the review/re-write of the handbook, as well as a bid from Smith Partners or their recommended legal partners; funds are in the 2025 for both projects.