

Executive Committee Meeting

Friday, November 5, 2021

Meeting Minutes

The Executive Committee of the Southwest Wisconsin Workforce Development Board met on Friday, November 5, 2021, via GoToMeeting. Attendance was as follows:

Members Present:	Ms. Maria Lauck, Chairperson	Mr. James Otterstein
	Mr. Art Carter	Mr. Mike Williams
	Mr. Christopher Comella	

Members Absent:	Ms. Lisa Omen
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Staff Present:	Ms. Katie Gerhards	Ms. Danielle Thousand
	Ms. Rhonda Suda	

1. Call to Order

Ms. Lauck called the meeting to order at 9:35 a.m.

2. Award of Contracts/Modifications

SWWDB was awarded the Worker Advancement Grant on October 1. It is a two (2) year grant worth \$1.6 million. SWWDB will need to be very aggressive to meet the enrollment goals and spend the funds. The grant will serve workers who are unemployed, working part-time, underemployed, incumbent, newly employed, and must be eligible to work in the United States.

When individuals obtain employment and are earning less than \$15.00 per hour or \$600.00 weekly, SWWDB and Worker Advancement funds will assist with supportive services such as childcare, mortgage payment, and transportation assistance, to name a few to avoid losing their benefits. Each participant can receive up to \$4,000 for the two (2) year contract.

SWWDB administration is seeking approval to subcontract with the following organizations to provide Worker Advancement services as indicated:

- Community Action of Rock and Walworth Counties – \$36,000 to provide supportive services to individuals exiting Community Action programs because of employment and who are earning less than \$15.00 an hour or \$600.00 weekly. Around \$70,000 is available for supportive services and may be provided as part of the sub-award.
- Southwest Wisconsin Community Action: \$36,000 to provide supportive services to individuals exiting Community Action programs because of employment and who are earning less than \$15.00 an hour or \$600.00 weekly. Around \$70,000 is available for supportive services and may be provided as part of the sub-award.

Mr. Comella asked if the \$4,000 is a one-time payment. Ms. Suda indicated that an individual cannot receive more than \$4,000 in assistance. Furthermore, there will be no direct payments to participants in the grant. Payments will be made directly to landlords, childcare centers, gas stations, etc.

Ms. Lauck asked if a participant in one area meets the \$4,000 limit are they able to get assistance from another area. Ms. Suda said no. With funds like this, SWWDB tracks payments in PAS (Payment

Authorization System). It is SWWDB's vouchering system. SWWDB administration will control the money. Case Managers at the Community Action entities would be given access to PAS to issue vouchers. Individuals receiving assistance from any of SWWDB's programs are entered in PAS. Every individual has internal limits set so limits cannot be exceeded.

Ms. Lauck asked if the \$36,000 is per year. Ms. Suda clarified that the \$36,000 per agency is for the full two (2) year contact, not \$36,000 per year per agency. The \$70,000 limit in supportive services will be entered in PAS. The goal to begin enrolling individuals is January 1, 2022.

The \$36,000 per entity exceeds Ms. Suda's approval limit. Therefore, SWWDB administration is seeking approval from the Executive Committee.

Motion made by Mr. Carter, seconded by Mr. Comella, to approve awarding Community Action of Rock and Walworth Counties and Southwest Wisconsin Community Action \$36,000 each to provide supportive services exiting their programs as part of the two (2) year Worker Advancement grant. **Motion carried unanimously.**

3. 2022 Employee Benefit Premiums

Last year, SWWDB administration received quotes from Dean for non-marketplace and marketplace plans. Those quotes came back with increases between 20% and 40%. Even if SWWDB wanted to switch to a different marketplace plan, it would not be possible as SWWDB has over 50 employees. Dean Health Plan has grandfathered SWWDB in with the current plan.

This year, SWWDB administration did not obtain quotes. Given what happened last year with the significant increase in quotes, Ms. Suda indicated that it did not seem right to obtain quotes two (2) years in a row. SWWDB administration will consider it next year.

Dean Health provided a 4.64% premium increase for 2022. SWWDB administration budgeted an 8% increase. Like last year, the maximum out of pocket costs increased. With this increase, the plan is still a good fit for SWWDB employees. The contribution remains the same at 25% employee / 75% employer.

Ms. Lauck asked if SWWDB has had Dean the last few years. Ms. Suda said yes. Dean Health has a good network and the coverage that SWWDB needs for its employees. Mercy has a great plan but does not cover the southwest counties. Ms. Lauck thanked Ms. Suda for explaining and just wanted to make sure SWWDB is not going back and forth between providers. The consistency is appreciated.

Given that SWWDB administration budgeted 8% for a health premium increase, Ms. Lauck asked if SWWDB can put any money in an HSA for employees. Ms. Thousand said no because SWWDB does not have a high deductible plan. SWWDB offers a flexible spending plan so it cannot have both HSA and flexible spending. Mr. Comella agreed.

Delta Dental submitted a premium increase of 9% for 2022. Dental premiums have not increased since 2016. Delta Dental tried pushing SWWDB towards a more robust plan, but Ms. Suda said that overall, there was not significant value in it. Ms. Suda reassured members that between this increase and the health increase of 4.64%, SWWDB has not overdone the budgeted 8% increase.

Mr. Carter stated that these are good rates compared to what he has received. Ms. Suda added that there was no increase in long-term disability or life insurance rates for 2022.

SWWDB's vision insurance is also through Delta. It is 100% employee paid. There are no contributions from SWWDB for the vision plan. There was a premium decrease for vision insurance. The reduction came from changing to the Insight plan from the Access plan. When comparing the plans in SWWDB's areas, SWWDB employees would have access to the same number of providers. There was a small decrease in out of network services under the Insight plan. SWWDB staff have been more than happy with the vision plan.

Motion made by Mr. Williams, seconded by Mr. Otterstein, to approve the 2022 employee benefit premiums as presented from Dean Health Plan and Delta Dental. **Motion carried unanimously.**

4. Other Business

None.

5. Adjournment

Motion made by Mr. Williams, seconded by Mr. Carter, to adjourn the meeting at 10:08 a.m. **Motion carried unanimously.**