

# RESOLUTION

## ROCK COUNTY BOARD OF SUPERVISORS

Supervisor Mary  
Mawhinney  
INITIATOR



6/19/2024  
DATE SUBMITTED

SPONSOR

### Creating the Ad Hoc Committee on 2026 Employee Health Insurance

1 **WHEREAS**, Rock County provides health insurance to 1,258 Rock County employees, retirees and  
 2 their families, providing health benefits to over 3,500 individuals; and  
 3  
 4 **WHEREAS**, Rock County’s employees, retirees, and their families, rely on the health insurance  
 5 provided by Rock County to ensure their health and financial security; and  
 6  
 7 **WHEREAS**, currently, Rock County provides health insurance by contracting with two insurance plan  
 8 providers, MercyCare and Dean Health Plan, who each provide a Point of Service health plan option to  
 9 Rock County Employees; and,  
 10  
 11 **WHEREAS**, following years of savings after moving to a fully insured health insurance program in  
 12 2019, costs from the County’s contracted providers are increasing in such a way that makes continuing;  
 13 and,  
 14  
 15 **WHEREAS**, in 2024, the County Board Staff committee commenced a review of health insurance  
 16 options in order to explore ways to make the County’s health insurance benefits more sustainable by  
 17 reducing costs, while still delivering high quality health insurance; and,  
 18  
 19 **WHEREAS**, the County Board Staff Committee has chosen to implement a 1% premium share for all  
 20 County employees that complete the wellness program effective 2025, but has not otherwise changed  
 21 provisions of the plan; and  
 22  
 23 **WHEREAS**, in order to provide the County Administrator, and the Rock County Board of Supervisors  
 24 with the most full and complete information, a committee of stakeholders should be formed to review  
 25 the options for health insurance for 2026 and report back to the County Board Staff Committee.  
 26  
 27 **NOW, THEREFORE, BE IT RESOLVED** that the Rock County Board of Supervisors duly  
 28 assembled this 27th day of June, 2024, establishes the Ad Hoc Committee on 2026 Employee Health  
 29 Insurance which shall review options presented to it by the County Administrator and Human Resources  
 30 Director for purchasing or administering a sustainable health insurance benefit program which includes  
 31 a premium share for Rock County employees, and provide comments and recommendations to the  
 32 County Administrator, and the County Board Staff Committee on the selection of health insurance  
 33 programs for 2026.  
 34  
 35 **BE IT FURTHER RESOLVED** that the above-named ad hoc committee shall make its report to the  
 36 County Board Staff Committee by its second meeting in June April 2025. In making such report, the Ad  
 37 Hoc Committee shall also make a recommendation on whether a permanent Employee Health Insurance  
 38 Policy Advisory Committee should exist.  
 39  
 40 **BE IT FURTHER RESOLVED** that the above-named Ad Hoc Committee shall have a membership of  
 41 three County Board Supervisors and fifteen Rock County employees.  
 42  
 43 **BE IT FURTHER RESOLVED** that the County Administrator is directed to establish a process to  
 44 solicit and recommend employees for appointment to the Ad Hoc Committee and in doing so, shall  
 45 recommend a diverse cross-section of Rock County employees, with consideration given to achieve

46 representation a diverse set of experiences and viewpoints by having representatives of as many  
47 different employee types, positions, wage scales and departments as possible with priority given to  
48 achieving representation from the largest departments. The recommendation for appointments shall be  
49 made to the County Board Chair, who shall make such appointments consistent with Rule II.B.(1)(b).  
50 The term of all employee committee members shall commence on the day of the first meeting of the  
51 Health Insurance Plan Advisory Committee and terminate upon the Committee making its report to the  
52 County Board Staff Committee.

53  
54 **BE IT FURTHER RESOLVED** that the Human Resources Director, or his or her designee, as well as  
55 a representative from Rock County's contracted employee benefits consultants shall be ex officio,  
56 nonvoting members of the Committee.

FISCAL NOTE:

The Rock County Board members on the Committee will be eligible for Per Diems and mileage as per County Board Rules. County employees on the committee will be paid their wages as well as mileage if the meeting location is other than regular work place.

Sherry Oja  
Finance Director

LEGAL NOTE:

The County Board is authorized to take this action pursuant to Wis. Stat. §§ 59.01 and 59.51 as well as Rule III.C. of the Rock County Board Rules of Procedure.

Richard Greenlee  
Corporation Counsel

ADMINISTRATIVE NOTE:

It is important to receive input from employees regarding the health insurance program. A similar process used in 2019 has been largely viewed as effective.

Josh Smith  
County Administrator

**Committee Action**

County Board Staff Committee

Supervisor Mawhinney moved approval of the above resolution, second by Supervisor Brien. Supervisor Wilson moved to add "sustainable" to line 30, second by Supervisor Gorman. ADOPTED. Supervisor Tillman moved to add "which includes a premium share" to line 30, second by Supervisor Towns. ADOPTED. Supervisor Gorman moved change 2nd meeting in June to 2nd meeting in April on line 35, second by Supervisor Peer. ADOPTED. County Board Staff Committee recommended this amended resolution for approval by a unanimous voice vote. Supervisor Leavy was absent.

