



**CLERK**

Jill M. Nowak  
(231) 723-3331

**CONTROLLER/ADMINISTRATOR**

Lisa Sagala  
(231) 398-3504

**PERSONNEL COMMITTEE MEETING**

Friday, August 6, 2021  
9:00 a.m.

Manistee County Courthouse & Government Center  
Board of Commissioners Meeting Room

**Minutes**

Members Present: Jeff Dontz, Eric Gustad; and Karen Goodman, Chairperson

Members Absent: None.

Others Present: Lisa Sagala, Controller/Administrator; Sheriff Brian Gutowski; Julie Griffis, HR Generalist; Heather Vasquez, Equalization Director; Jason Torrey, Undersheriff; Bruce Schimke, Maintenance Supervisor; Lindsey Marquardt, Chief Deputy County Clerk

The County Board and its Committees are operating remotely and electronically by Zoom under the Manistee County Board of Commissioners Resolution #2020-17, which declared a Local State of Emergency through December 31, 2021 due to the COVID-19 pandemic.

The meeting was called to order at 9:03 a.m. by Chairperson Goodman.

**NOTE-Items requiring Board Action are indicated in BOLD**

**PUBLIC COMMENT**

None.

**HEALTH INSURANCE RENEWALS**

Lisa Sagala, County Administrator/Controller, reported that she has met with 44North regarding the Health Insurance Renewal. Each year the County compares different BCBS/Priority Health

plans and looks for cost savings for our employees. Discussion followed regarding the possibility of implementing wellness programs in the future.

**Moved by Dontz, seconded by Gustad to recommend maintaining the current BC/BS Plan with the premium increase as presented. Ayes. All. Motion Carried.**

#### **DISCUSSION AND RECOMMENDATION REGARDING PA 152**

Lisa Sagala, stated that the County can either opt out of PA 152, which requires employees to pay the hard cap or 20% of insurance costs or continue as in the past with a percentage of insurance costs.

**Moved by Dontz, seconded by Gustad to recommend the County exercise its option to exempt itself from the requirements of the Publicly Funded Health Insurance Contribution Act (PA 152), for FY 2021/22 for all Union employees, Non-Union Employees, Court Staff and Elected Offices; and to keep the employee contribution toward the health insurance premium at 11% for FY 2021/22. Ayes. All. Motion Carried.**

#### **OTHER ITEMS**

None.

The meeting was adjourned at 9:29 a.m.

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Karen Goodman, Chairperson

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Jeffrey Dontz

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Eric Gustad



Customer Name: MANISTEE COUNTY  
 Contract/Group #: 007016448  
 Renewal Date: 10/1/2021

Group Health Options:	Current Plan 6606/6086 5000/10000 20%	Reimbursement Plan 100/7000 20%	Current Plan - Buy Up 100/7000 10%	Current Plan - 911 150/7000 20%
Deductible	5000/10000	100/7000	100/7000	150/7000
Coinsurance %	20%	20%	10%	20%
Consequence Max	N/A	1500/7000	N/A	N/A
Prepaid Premium	10,400/80	20,800/160	10,720	30,760 Closed Formula
90 Day Supply	40	40	10	20/80 Closed Formula
Office VHL Copay	40/24	40/24	0/7.50	15/7.50
Therapeutic (Max Visits)	40/250	40/250	10/7.50	15/7.50
Urgent Care/Emergency Room	1300/1700	650/1300	650/1300	1250/7500
Out of Pocket Max	Included	Included	Included	Included
Preventive Care	Included	Included	Included	Included
Plan Design:	CB-15 5/7/16	CB-E	CB-E	CB-E
	Current Illustrative HRA Benefit \$444.58	Current Illustrative HRA Benefit \$52.45	Current Monthly Cost \$648.91	Current Monthly Cost \$596.75
	Renewal Monthly Cost \$1,070.82	Renewal Illustrative HRA Benefit \$57.27	Renewal Monthly Cost \$1,526.69	Renewal Monthly Cost \$1,432.18
	Active Enrolled 30	Active Enrolled 0	Active Enrolled 4	Active Enrolled 4
	Retiree Enrolled 6	Retiree Enrolled 1	Retiree Enrolled 0	Retiree Enrolled 2
	Total Enrolled 36	Total Enrolled 1	Total Enrolled 4	Total Enrolled 6
	Two Person 50	Two Person 0	Two Person 0	Two Person 0
	Family 2	Family 0	Family 0	Family 0
	Comp 0	Comp 0	Comp 0	Comp 0
	1 Reg/1 Comp 121	1 Reg/1 Comp 13	1 Reg/1 Comp 11	1 Reg/1 Comp 11
% Difference from Current:	0.36%	1.31%	-1.31%	-1.35%
Cost Change from Renewal:				
MONTHLY COSTS	MONTHLY COSTS	MONTHLY COSTS	MONTHLY COSTS	MONTHLY COSTS
Annual Head Cost	Annual Head Cost	Annual Head Cost	Annual Head Cost	Annual Head Cost
Single \$7,043.89	Single (\$4,322)	Single \$106.62	Single \$53.59	Single \$117.91
Two Person \$14,730.96	Double (\$1,033.73)	Double \$255.89	Double \$307.34	Double \$328.62
Family \$19,210.66	Family (\$1,738.84)	Family \$319.86	Family \$384.17	Family \$460.77
COMMITTED CURRENT COST \$1,345,086	COMMITTED CURRENT COST \$1,345,086	COMMITTED CURRENT COST \$1,345,086	COMMITTED CURRENT COST \$1,345,086	COMMITTED CURRENT COST \$1,345,086
COMMITTED RENEWAL COST \$1,359,964	COMMITTED RENEWAL COST \$1,359,964	COMMITTED RENEWAL COST \$1,359,964	COMMITTED RENEWAL COST \$1,359,964	COMMITTED RENEWAL COST \$1,359,964
% CHANGE 0.96%	% CHANGE 0.96%	% CHANGE 0.96%	% CHANGE 0.96%	% CHANGE 0.96%

**DISCLAIMERS**

All rates include automatic loading of rates from prior year's experience.

Final rates are determined by the underlying carrier based on actual group enrollment and participation. This is not a contract. Additional limitations and exclusions may apply. If there is a discrepancy between this document and any applicable plan document, the plan document will control.

Coverage based on rates currently in effect. For a complete description of the terms, conditions, exclusions, and medical underwriting rules, please refer to the plan document (not included above).

Plan design above shown is for informational purposes only. Specific plan benefit summary sheets for out of network.

All benefit changes are subject to underlying approval. Employees must apply with prior underwriting approval of some contract.

There shall be a minimum of 60 days for the carrier to receive and process all necessary information and documents for the renewal of the contract.

Health insurance rates are not a guarantee of performance. Results may vary.

44North is not responsible for typographical errors.

Original Date: 6/14/21  
 Modified Date: