

Employee Relations Committee

October 11, 2011

1608 West River Drive

Members Present: Miranda Bialk, Laura Jungwirth, Karen Danczyk, Lisa Oksuita, Erik Wehler, Sue Ostrowski

HR Representative: Sue Beveridge

All Staff is on Friday! There will be a focus group meeting at 8:00 a.m. to discuss the health insurance.

The Wage and Fringe Committee met 9/21/11. CAP was anticipating a 31% increase in medical insurance, but received a 41% increase based on more recent claims information. CAP asked Network Health to provide quotes for alternative deductibles. The deductibles could be raised to from \$2,500 to \$3,000 for single and from \$5,000 to \$6,000 for family bringing us to a 31% premium increase. The other option was raising the deductibles to \$3,500 for single and \$7,000 for family. This would result in a 25% premium increase. Any increase in premium puts employees at risk for higher out of pocket costs if they need to use the insurance. CAP wants to keep the insurance affordable, while still making sure the deductibles and co pays are reasonable.

Network is offering a Wellness Program that would increase the premiums an additional 1.5% this year; however, it would cap next year's increase at 9% if 60% of those insured (including insured spouses) participate in the Annual Health Risk Assessment. Also, 30% of those insured (and insured spouses) would need to get 50 healthy reward points in each of 5 categories that are set up in the Healthy Rewards Program.

The Wage and Fringe Committee has not made recommendations for 2012 yet. The Head Start program is not likely to receive a COLA next year from the US Dept. of Health and Human Services. Management would like to recommend a COLA but recognizes budgets may not be able to afford one.

The next ERC Meeting will be held at 1608 West River Drive on November 8th, 2011 at 1:00 p.m.

ERC Representatives by Site

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Vacancies

Waupaca