



RESOLUTION # 31-11/24

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 11-14

BOARD ACTION

Adopted: 9/8 ✓
For: 8
Against: 0
Abstain: 0
Abs/Excd: 2
Vote Req: 1
Other Action:

EXECUTIVE COMMITTEE ACTION

Adopted: 8 ✓
For: 8
Against: 0
Abstain: 0
Abs/Excd: 1

RE: ADOPTION OF RATES FOR THE 2025 HEALTH PLAN AND DENTAL PLAN

WHEREAS, it is necessary to establish the premium for county health and dental insurance for those eligible non-union and union employees and continued compliance with the Affordable Health Care Act; and,

WHEREAS, it is necessary to confirm third party administrators (TPA) for the county health and dental plans and to establish the county's portion of contribution to the health and dental rates for those eligible non-union and union employees, and to fund the health and dental benefit plan at appropriate levels considering the recommendations of insurance advisors; and,

WHEREAS, health insurance costs were lower than anticipated in 2024 and a three-month premium waiver of payroll deductions for the employee share of the health insurance premium deducted in the months of June, July, and August 2025 is recommended by the County Administrator; and,

WHEREAS, the county is authorized under law, past practice and precedent and the requirements of good fiscal management to establish plan design for cost efficient health programs for county employees, and the health benefit is a major cost item in the county budget.

NOW THEREFORE BE IT RESOLVED, that effective 1/1/2025 the active contributory employee health plan continues with in-network coverage at a deductible of \$1,350 for single and \$2,700 for family; with a maximum out of pocket expense of \$3,350 single and \$6,700 family; and with structure for 2025 funding levels as recommended by TPA insurance actuaries and the county's insurance advisors.

BE IT FURTHER RESOLVED, that since 1/1/2015 and continuing in 2025 the health and dental insurance will be offered only to those employees working 30 or more hours per week.

BE IT FURTHER RESOLVED, that the La Crosse County Board does hereby approve the contract with Benefit Plan Administrators (BPA) for third party administration of the county's health plan and with Delta Dental for the dental plan for the calendar year 2025.

BE IT FURTHER RESOLVED, that the La Crosse County Board does hereby adopt the following monthly rates as the county's share of the above funding levels, for all eligible employees effective for coverage beginning January 1, 2025.

Health Plan		Dental Plan	
Single	Family	Single	Family
\$682.00	\$1,672.00	\$33.54	\$88.14

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BE IT FURTHER RESOLVED, the employees share shall be 12%, of the total health premium and 22% of the total dental rate effective for coverage beginning January 1, 2025.


Health Plan		Dental Plan	
Single	Family	Single	Family
\$93.00	\$228.00	\$9.46	\$24.86


BE IT FURTHER RESOLVED, that effective 1/1/2025 the retiree health plan, which is fully funded by retirees shall have a premium of \$775.00 for single and \$1,900.00 for family.

BE IT FURTHER RESOLVED, that a three-month health insurance premium waiver for the employee share of the health insurance premium deducted in the months of June, July and August of 2025 is approved.

BE IT FURTHER RESOLVED, that the County Administrator, the County Clerk and the County Human Resources Director are hereby authorized to sign any and all necessary documents for effectuating the above plans for 2025 on behalf of La Crosse County.

FISCAL NOTE: There are sufficient funds budgeted in the 2025 budget to cover all the changes listed above.

Date: 11/6/24

EXECUTIVE COMMITTEE CHAIR

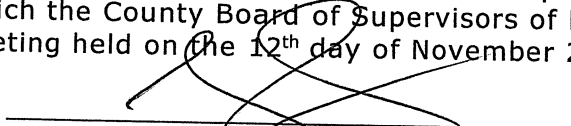
Date: 11-6-24

RECORDING CLERK

	Reviewed Only	Recommended	Not Recommended	
Co. Admin.	<u> </u>	<u>JK</u>	<u> </u>	Requested By: Jane Klekamp Date Requested: November 1, 2024 Drafted By: Stephen Conrad
Fin. Director	<u> </u>	<u> </u>	<u> </u>	
Corp. Counsel	<u>AME (for MLD)</u>	<u> </u>	<u> </u>	
Board Chair	<u> </u>	<u> </u>	<u> </u>	

Adopted by the La Crosse County Board this 12 Day of November, 2024

STATE OF WISCONSIN
 COUNTY OF LA CROSSE

I, Ginny Dankmeyer, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 12th day of November 2024.


 Ginny Dankmeyer, La Crosse County Clerk