

Carver County Board of Commissioners  
October 20, 2020  
Regular Session

Agenda Amendment

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**Add to Consent:**

**5.20:** 2021 Non-Bargaining Employee Insurance Contributions

# Carver County Board of Commissioners

## Request for Board Action



### Agenda Item:

#### 2021 Non-Bargaining Employee Insurance Contributions

Primary Originating Division/Dept: Employee Relations

Meeting Date: 10/20/2020

Contact: Kerie Anderka

Title:

Item Type:

Consent

Amount of Time Requested:  minutes

Presenter:

Title:

Attachments:  Yes  No

Strategic Initiative:

Culture: Provide organizational culture fostering accountability to achieve goals & sustain public trust/confidence in County government

### BACKGROUND/JUSTIFICATION:

The County Board of Commissioners has the authority to establish and revise benefits for non-bargaining employees.

Core benefits for full-time benefit eligible non-bargaining employees currently include life insurance, long-term and short-term disability insurance, and dental insurance. A monthly cafeteria contribution is provided based on the employee's election of health insurance. In addition, County contribution amounts to the Health Reimbursement Arrangement (HRA)/VEBA Trust or for employees electing the Health Savings Account (HSA) Health Plan option are provided when applicable based on health plan election. Elective benefits include additional short-term disability coverage, supplemental life insurance, medical and dependent care flexible spending accounts, and vision insurance.

It is recommended that the monthly cafeteria contribution be provided to full-time benefit eligible non-bargaining employees based on the employee's election of health insurance, with 2021 monthly County contribution for single at \$735.00; employee + spouse at \$1,220.00; employee + child(ren) at \$895.00; family at \$1,495.00, and \$150.00 for waiver. This is no change at this time from the 2020 cafeteria contributions. For non-bargaining employees budgeted at least half-time, but less than 0.8 FTE, provide \$250.00 per month toward the cost of single health insurance.

For full-time benefit eligible non-bargaining employees selecting the High Deductible Health Plan with an HRA, in 2021 it is recommended that the County provide a quarterly contribution to the Health Reimbursement Arrangement through a VEBA trust. For eligible employees participating in the plan over the course of the year, it is recommended that an amount of \$750.00 be provided for those with single insurance, and for those with family insurance it is recommended that a contribution of \$1,500.00 be provided. This is no change from the 2020 HRA arrangement.

For full-time benefit eligible non-bargaining employees selecting the High Deductible Health Plan with Health Savings Account Health Plan option, in 2021 it is recommended that for eligible employees participating in the plan over the course of a year, the County provide a contribution of \$1,100.00 for those with single insurance, and \$2,000.00 for those with family insurance. This is no change from the 2020 HSA arrangement.

The motion requested is to approve the 2021 benefits for non-bargaining employees to participate in the benefits package, with County contributions as outlined above until such a time that the County Board makes additional adjustments by future board actions.

### ACTION REQUESTED:

Motion to approve the 2021 benefits for non-bargaining employees as outlined above including 2021 monthly cafeteria contribution amounts for full-time benefit eligible non-bargaining employees based on the employee's election of health insurance with \$735.00 for single, \$1,220.00 for employee + spouse, \$895.00 for employee + child(ren), \$1,495.00 for family, and \$150.00 for waiver; maintaining the \$250.00 per month toward the cost of single health insurance for employees budgeted at least half-time but less than 0.8 FTE; and providing HRA/VEBA contributions in the amounts of \$750/\$1,500 and contributions for those electing the HSA High Deductible Health Plan option in the amounts of \$1,100/\$2,000 as described above.

**FISCAL IMPACT:** Included in current budget

*If "Other", specify:*

**FUNDING**

County Dollars =

**\$482,180.00**

**Total**

**\$482,180.00**

**FTE IMPACT:** None

Related Financial/FTE Comments:

*Office use only:*

RBA 2020- 7197