

1. Call to Order

Trustee Prott called the meeting to order at 5:00 p.m. at the Caledonia Village Hall, 5043 Chester Lane

Committee Members: Trustee Stillman and Trustee Prott. Trustee Wanggaard was also present.

Absent: None

Staff present: Village Administrator Tom Christensen, HR Director/Assistant Village Administrator Toni Muise.

2. Approval of Minutes

Trustee Stillman motioned to approve the February 25, 2019 minutes. Seconded by Trustee Prott. Motion carried unanimously.

3. Discussion and possible action regarding implementing a Wellness Initiative program

Alex Beaudry, a representative of The Horton Group presented some new information regarding the Go 365 program at the request from the Trustees (March 4th Board meeting). The program is broken down into 4 different levels in which you can earn the status of: Blue, Bronze, Silver, Gold, and Platinum. In year 1 we were brand new to the program and there was not much participation. In terms of engagement there was:

- 38% of people engaged in the program at the Bronze level or above.
- 13% of people engaged at the Silver level, which accounted to a 1% reduction in the premium during the last renewal (\$25,000 in savings).

Currently the Village of Caledonia employees pay 15% towards the health insurance. For “represented” employees, an option would be for the HRA to be earned by participating in the program and it could be utilized once an employee reaches a “silver” status. For premium incentives, there was discussion about if the budget could handle a percentage decrease. All employees would be 15% but those who participate could save on premium and pay 12% once they reach “silver”. This affects all members on the health plan, so dependents on the employee plan would also need to participate to earn status.

Muise thought Humana could come in and help employees set up the program and assist in setting up accounts and linking up any devices that help in tracking.

Beaudry thought that if everyone participated in the initial health assessment and biometric screening the village would be 80% towards “silver” status. The biometric screening could be held as an event, but could also be earned through a doctor’s appointment or other verified medical facilities. The points earned are not only beneficial to the Village health insurance savings, members also can earn points or “bucks” and can be exchanged for up to \$500 of gift cards.

Trustee Prott was in favor of the program, but did not want this to be a detriment to the employee. He didn't want to force someone to participate in the program, where they could end up paying more of a percentage as a result (for example, raising the 15% to 20%).

Christensen stated that if the Committee was in favor, staff could put together some scenarios and numbers in which this may work as an incentive to participate and be less of a burden on the budget.

Beaudry compared some various groups whom participate in the program that highlighted some savings and various scenarios in which we could model our participation on.

There was discussion on the timeline of implementing this program, and there was a hope to possibly get this running this year, but could hold off until 2020 if they felt more notification was needed for participation. If employees wanted to get to silver to implement this, it would need to be completed by May 1st (September 1st is the day Humana calculates the renewal). Realistically this should be held off until next year in order to get things in order. For now, a no smoking campaign could be launched as a wellness initiative and might engage employees.

4. Adjournment

Motion by Trustee Stillman to adjourn. Seconded by Trustee Prott. Motion carried unanimously.

Meeting adjourned at 5:42 p.m.

Respectfully submitted,

Joslyn Hoeffert
Deputy Clerk