

August 14, 2023

The Roscommon County Board of Commissioner's met on Friday, August 14, 2023 for a Special Meeting. The meeting was held at the Roscommon County Municipal Building, 500 Lake Street, Roscommon, MI 48653 and was accessible online via Zoom. Chairman David Russo called the meeting to order at 9:30 a.m.

The Pledge of Allegiance to the Flag of the United States of America was recited.

**Present:** David Russo, Eric Ostergren, Rex Wolfsen, Marc Milburn, Darlene Sensor

**Absent:** None

Motion by Milburn, Second by Wolfsen to approve the Board Agenda.

On Roll Call: Ayes: Russo, Ostergren, Sensor, Wolfsen, Milburn. Nays: None. Motion Carried.

**Public Comment:** None

**Unfinished Business/New Business:**

- A. 2024 Cash in Lieu – Jennifer Petterson with Advantage Benefits shared that a 10% fluctuation of employees would affect the insurance premium rate, and there are 123 county employees currently enrolled.
- B. 2024 Benefits – Commissioner Russo shared the reasoning for no increase to employee wages is in part due to the increased county cost for benefits. Ostergren expressed that he had previously believed that the CIL could save the County money. Discussion occurred regarding the insurance options, which are either a 12.7%, 8.2%, or 6.7 % cost increase. Commissioner Sensor shared concern with where the funding would come from for the increase in the current plan. Noelle Martin, HR/Pay Roll, informed the Board that the 12.7% increase of the current plan is an additional \$252,278 per year as utilization is currently at 136%. She shared that the utilization is high and that affects the premiums. A/C Valentino shared that funding cannot come from the Tax Fund, there is not a lot of room in the budget for the 12.7% increase, and suggests there would be for the 8.2% increase. She also reminded the Board that the employee wages are at least 10% below where they should be. A/C Valentino reminded the Board that the non-union employees pay 5% of the premium; therefore, the employees cost will increase as well. There was discussion regarding CIL and Jennifer shared that there are only 3 employees currently eligible that could possibly benefit the county by choosing a CIL option. In the discussion, it was stated that if CIL was offered, it would have to be offered to all employees. This then could increase the utilization and increase premiums even higher. Discussion occurred regarding the differences between the 8.2 %, and 6.7% options. A couple of these being the County cost difference of approximately \$30,000, and the co-pay costs out of pocket for the employees. A/C Valentino suggests to include CIL in the annual insurance review. HR/Payroll Martin, and A/C Valentino presented that there is the Flex Spending option for Employees to have money automatically set aside, pre-tax, from their pay checks to pay for qualified medical costs; however, this is a use it or lose it benefit. Treasurer Rebecca Ragan spoke regarding the differences between union and non-union employee. A/C Valentino shared that the union employees are under contract until the end of 2024, and have a 1% pay increase scheduled for 2024. She also shared that the contract reads that if the insurance premiums increase above marketplace, their contract can be renegotiated. Chair Russo and Commissioner Ostergren will meet with the Union to discuss options.

**Motions/Resolutions:** None

**Public Comment:** Vanessa Varner, Emergency Management, requested the information the board was reviewing be made available to all employees.

Motion by Milburn, Second by Russo to adjourn meeting. All Ayes. Motion Carried.  
Meeting adjourned at 10:29 a.m.

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David Russo, Chairman

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Michelle M. Stevenson, County Clerk/Register of Deeds