

ALPENA COUNTY BOARD OF COMMISSIONERS

BOARD ACTION #15

TO: County Clerk, County Treasurer
FROM: Alpena County Board of Commissioners
SUBJECT: Poll Vote: Open Enrollment 2025 Healthcare HSA Benefits

BOARD ACTION:

POLL VOTE ACTION ITEM #1: Recommendation to approve the Open Enrollment 2025 Healthcare HSA benefits as follows:

911 Dispatchers Union

- \$400 per month in lieu of payment if an employee opts out of our group health insurance plan per union contract
- No HSA 'seed' money for 2025
- Flat (same rate for single, double and family plans) \$800 'match' for the HSA contributions paid over 24 pay periods

District Court, COAM, Corrections, TPOAM, Deputies, Nonunion

- \$300 per month in lieu of payment if an employee opts out of our group health insurance plan (LoU for unions)
- \$500 'seed' month with half (\$250) to be paid out in January and half (\$250) to be paid out in July
- Flat (same rate for single, double and family plans) \$1000 'match' for the HSA contributions paid over 24 pay periods

Moved by Commissioner Konarzewski and supported by Commissioner Francisco to approve the poll vote as amended. Roll call vote was taken: Roll call vote was taken: AYES: Commissioners LaHaie, Ludlow, Bray, Peterson, Konarzewski, Kozlowski, and Francisco. NAYS: None. Commissioner Fournier, excused. Motion carried.

This action was XX APPROVED DISAPPROVED

BY: Ayes: 7 Nays: 0 Excused: 1 Absent: 0 Abstaining: 0

Alpena County Board Chairman's Signature: _____

Alpena County Board Vice-Chairman's Signature: _____

Date of the Board Meeting: November 12, 2024

Current healthcare in 2024

\$400 per month in lieu of payment if employee opts out of our group health insurance plan

\$1000 'seed' money paid in January

\$1000 'match' for single plan paid over 26 pay periods

\$1500 'match' for double plan paid over 26 pay periods

\$2000 'match' for family plan paid over 26 pay periods

Open enrollment 2025 healthcare benefits:

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District Court, COAM, Corrections, TPOAM, Deputies, Nonunion

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The in lieu of payments are under contract with the Unions. District Court, COAM, Corrections, TPOAM and Deputies all agreed to a LoU for 2025 to reduce their in lieu of to \$300 per month.