



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

VI.7.

Tuesday, December 17, 2019
Regular Meeting

REQUEST FOR BOARD ACTION: RBA-2019-364

DEPARTMENT: Administrative Services
PRESENTER: Chair

TIME REQUESTED: 10 Minutes

AGENDA ITEM:

Set 2020 Elected Official Salaries - County Attorney, Auditor/Treasurer, Recorder, Sheriff

BOARD ACTION REQUESTED:

Adopt the Resolution Re: Year 2020 Salary for Itasca County Elected Officials.

BACKGROUND:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION: None

RESULT:	APPROVED (4 TO 1)
MOVER:	Commissioner Terry Snyder
SECONDER:	Commissioner Leo Trunt
AYES:	Davin Tinquist, Terry Snyder, Leo Trunt, Burl Ives
NAYS:	Ben DeNucci



**ITASCA COUNTY
BOARD OF COMMISSIONERS**

Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

Tuesday, December 17, 2019
Regular Meeting

RESOLUTION 2019-81

RE: YEAR 2020 SALARY FOR ITASCA COUNTY ELECTED OFFICIALS

WHEREAS, Minnesota Statutes 388.18 provides for the establishment of compensation for services rendered by the County Attorney; and

WHEREAS, Minnesota Statutes 384.151 and 385.373 provides for the establishment of compensation for services rendered by the County Auditor/Treasurer; and

WHEREAS, Minnesota Statutes 386.015 provides for the establishment of compensation for services rendered by the County Recorder; and

WHEREAS, Minnesota Statutes 387.20 provides for the establishment of compensation for services rendered by the County Sheriff.

NOW THEREFORE BE IT RESOLVED, that effective January 1, 2020, the salaries for these elected positions are as follows:

County Attorney	\$119,587.65
County Auditor/Treasurer	\$127,327.82
County Recorder	\$86,326.80
County Sheriff	\$123,916.00

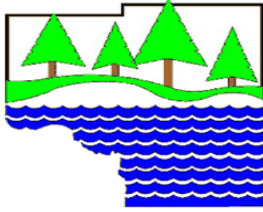
RESULT:	APPROVED (4 TO 1)
MOVER:	Commissioner Terry Snyder
SECONDER:	Commissioner Leo Trunt
AYES:	Davin Tinquist, Terry Snyder, Leo Trunt, Burl Ives
NAYS:	Ben DeNucci

STATE OF MINNESOTA
Office of County Administrator
ss. County of Itasca

I, BRETT SKYLES, Administrator of the County of Itasca, do hereby certify that I have compared the foregoing with the original resolution filed in my office on the 17th day of December A.D. 2019 and that the same is a true and correct copy of the whole thereof.

WITNESS MY HAND AND SEAL OF OFFICE at Grand Rapids, Minnesota, this 17th day of December A.D. 2019.

Administrator



**ITASCA COUNTY
BOARD OF COMMISSIONERS**
Itasca County Courthouse
123 NE 4th Street
Grand Rapids, MN 55744

December 18, 2018
Work Session

REQUEST FOR BOARD ACTION RBA-2018-361

DEPARTMENT: Human Resources

PRESENTER: Lynn Hart

TIME REQUIRED: < 5 minutes

AGENDA ITEM:

Fringe Benefits - Electeds Other Than County Commissioners

BOARD ACTION REQUESTED:

Approve the updated Fringe Benefits - Electeds Other Than County Commissioners with updated Health Insurance, Life Insurance, and Bereavement Leave language.

BACKGROUND:

The County Board approved the MOUs for the labor groups regarding Group Hospital-Medical Insurance, Retiree Medical Insurance, Group Life Insurance and Sick Leave/Bereavement Leave. The change in benefits is being implemented for all County employees beginning January 1, 2019.

ITEM HISTORY:

COUNTY ATTORNEY REVIEW: N/A

SUPPORTING DOCUMENTATION:

- Electeds Other Than Co Com Fringe Benefits 1-01-2019 (DOC)
- Electeds Other Than Co Com Fringe Benefits 1-01-2019 (DOC)

RESULT:	APPROVED [UNANIMOUS]
MOVER:	Terry Snyder, District #2
SECONDER:	Burl Ives, District #4
AYES:	Tinquist, Snyder, Trunt, Ives, DeNucci

FRINGE BENEFITS—ELECTEDS OTHER THAN COUNTY COMMISSIONER

The following fringe benefits for Electeds Other Than County Commissioner are effective 01/01/2019 and until declared otherwise by the Itasca County Board. Fringe Benefits—Electeds Other Than County Commissioner was updated on 12/18/2018.

INSURANCE - Shall be eligible for hospital/medical and life insurance benefits the first day of the term. Northeast Service Cooperative Blue Cross/Blue Shield High Deductible Plan (Option 1) \$1700/\$3400 Deductible or the High Deductible Plan (Option 2) \$3500/\$7000 Deductible, both with a Health Savings Account (HSA), shall be the hospital medical insurance coverage for all eligible Electeds.

In the Blue Cross/Blue Shield High Deductible Plans (HSA) Options 1 & 2 the Employer will pay 80% of the annual deductible on the single and family coverage and the Electeds will pay 20% of the annual deductible on the single or family coverage. The County portion of the deductible will be pro-rated by the number of months the employee is enrolled in the plan for employees who enroll in the plan mid-year.

The Pharmacy network for both health plans will change from FlexRx to GenRx which includes a slightly more restrictive formulary and eliminates CVS/Caremark (Target) from being a covered pharmacy provider.

The premium participation for said plans shall be eighty 80% by Employer and 20% by employee

Employees and Retirees enrolled in a County sponsored health insurance plan who are ineligible for an HSA contribution shall have the option for the County's portion of the annual deductible to be contributed to a VEBA.

LIFE INSURANCE - Effective the first day of the term, the County will provide and pay the entire premium for the present group life insurance in the amount of \$5,000 for each eligible Elected. Said insurance includes a double indemnity clause for accidental death and a dismemberment clause.

Active Electeds under the age specified by life insurance specifications may opt to purchase additional coverage at their own expense in \$5,000 increments up to \$45,000, provided that 51% of the entity elects to take optional coverage.

The County has agreed to provide and pay 100% of the premium for group life insurance in the amount of \$25,000 for each eligible employee. Coverage will terminate upon the employee leaving employment or upon retirement. The current group life insurance with a \$5,000 benefit for employees and a \$1500 paid up certificate for retirees will sunset once the new life insurance plan is in place. Paid up certificates issued will be honored.

DENTAL INSURANCE - Upon the first day of the term, and provided all necessary application forms have been completed, the Employer will provide dental insurance under Delta Dental Plan of Minnesota or its equivalent. The premium participation shall

FRINGE BENEFITS—ELECTEDS OTHER THAN COUNTY COMMISSIONER

be: the Employer shall pay the full single premium and 80% of the dependent's cost of said insurance. The Elected shall pay 20% of the dependent's cost of said insurance. The Elected official shall have the option of enrolling in the program upon assuming official Elected responsibility or during an open enrollment period. The Employer will provide the maximum annual benefit of \$1,500 per person effective 01/01/2008.

FLEXIBLE SPENDING ACCOUNT - The County may provide flexible spending account programs. Electeds may elect to participate.

RETIREES HEALTH - Hospital and medical coverage provided for retirees shall be Northeast Service Cooperative. It is agreed that employees who retire on or after January 1st, 2019, the Employer shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree until their health insurance cap is exhausted. The Employer shall pay 80% of the annual deductible via an HSA or VEBA contribution on the single or family coverage and the retiree shall pay 20% of the annual deductible on single or family coverage while the retiree is enrolled in the plan, until their health insurance cap is exhausted. The retiree may choose either of the high deductible health plans with a VEBA or HSA contribution from the County. The retiree must designate which health plan option and deductible option (HSA or VEBA) upon retirement. The County portion of the deductible will be pro-rated by the number of months the retiree is enrolled in the plan for those who enroll mid-year. If the retiree's health insurance cap is exhausted, the retiree may continue to stay on the county-sponsored health insurance plan and will pay 100% of the premium and 100% of the deductible. When a retiree reaches age 65, the retiree will be transitioned from their current health plan to one of the Medicare Supplemental Plans offered by the County and the County shall pay the full single premium and 50% of the dependency coverage cost, and the balance 50% of dependency cost shall come from the retiree until their health insurance cap is exhausted. An employee must have a minimum of 10 years of service with Itasca County to be eligible for County payment toward hospital medical insurance upon retirement and have reached retirement age as defined in Minnesota Statutes, Chapter 353 (PERA A retiring elected must have a minimum of ten (10) years of service with Itasca County to be eligible for County payment toward hospital medical insurance upon retirement and have reached retirement age as defined in Minnesota Statutes, Chapter 353 (PERA). Appointed officials that achieve elected County status or elected County officials that have served in multiple elected County offices may use total County service to qualify for retiree's insurance. The County shall pay the full single premium for retiree who becomes a single after retirement.

The maximum County payment for retirement group insurance premiums shall not exceed \$10,000 for Elected Officials newly elected to Itasca County after 01/01/2000 and/or Itasca County employees hired on or after 01/01/2000 and that achieve elected County status.

- a. If the elected becomes totally disabled prior to retirement, upon meeting the qualifications outlined below, s/he shall be eligible to receive benefits upon receipt of due proof that: The individual has become and remains totally disabled by bodily injury or disease to the extent that s/he is unable to perform any work for compensation or profit or to engage in any business or occupation; and

FRINGE BENEFITS—ELECTEDS OTHER THAN COUNTY COMMISSIONER

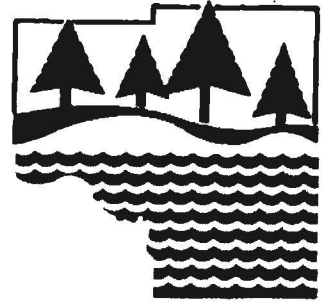
- b. Such total disability began while the individual was an employee of Itasca County; and
- c. Such total disability qualifies under the eligibility stipulations set by the Minnesota Public Retirement Association and/or Federal Social Security.

This is not an employment contract and may be amended in accordance with Minnesota Statutes and as conferred by the County Board.

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12/06/1999; 12/21/1999; removed severance as per 05/28/2002 Board action; 11/27/2007 updated for dental and health insurance; for flex spending; 3/13/2018 removing Longevity Pay; 06/12/2018; 12/12/2018

ITASCA COUNTY



REQUEST FOR BOARD ACTION

Date: May 16, 2006

RBA No.:		Originating Department:	
Requested Board Date: May 23, 2006	Flexibility:	Auditor/Treasurer	
Item: Post Retirement Health Care Savings Plan		Presenter:	Estimated Time: 1 minutes

Board Action Requested:

Approve the Itasca County Policy on Post-Retirement Health Care Savings Plan for Officers Elected Pursuant to Minn. Stat. 382.01. This is the policy that was presented at the administrative division meeting On May 16, 2006.

Background:

Alternate Action:	<input checked="" type="checkbox"/> Consent Agenda
	<input type="checkbox"/> Regular Agenda
	<input type="checkbox"/> Refer to
	<input type="checkbox"/>

Supporting Documents: xx	None	
Signature/Date: <i>5/17/06</i> <i>Ralph J. Jukala</i>	Distribution/Date:	Recommended for Consent Agenda: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

Clerk of Board Comments: _____ Signature/Date: _____

Board Action: <i>05/23/06</i>	Distribution / Filing Instructions: <i>05/25/06</i>
Approved as Requested:	Auditor/Treasurer Sheriff Recorder
	HR Attorney Terry Herrick

Policy Book (8/25/06)

**ITASCA COUNTY POLICY ADOPTING A
POST-RETIREMENT HEALTH CARE SAVINGS PLAN
FOR OFFICERS ELECTED PURSUANT TO MINN. STAT. 382.01**

WHEREAS , Pursuant to the Internal Revenue Code 26 U.S.C., Section 106 and regulations adopted thereunder at 26 C.F.R., Section 301.7701-1(A)(3), certain contributions to a health care plan for employees are not included in an employee's gross income and are not taxable;

WHEREAS Minn. Stat. § 352.98 requires the Minnesota State Requirement System to establish post-retirement health care savings plans through which public employees may save to cover post-retirement health care costs;

WHEREAS Itasca County (hereinafter the "County") is an employer within the meaning of the applicable provisions of the Internal Revenue Code and the Minnesota Statutes;

WHEREAS, the Itasca County officers elected pursuant to Minn. Stat. 382.01 (hereinafter the "Officer") has notified the County that he/she desires to contribute funds to a post-retirement health care savings plan (hereinafter the "Plan");

WHEREAS Minn. Stat. § 352.98 provides that contributions to the plan may be determined through a personnel policy of the County;

NOW, THEREFORE, the County adopts this personnel policy to provide for the Officers' participation in the Plan:

1. All Officers who have five(5) years continuous tenure as an officer elected pursuant to Minn. Stat. 382.01 immediately prior to retirement or departure from office shall participate in the Minnesota Post-Retirement Health Care Savings Plan established pursuant to Minn. Stat. § 352.98.
2. The County shall deposit the following amounts into an account on behalf of the Officer with the Plan:
 - a. A one time contribution in the amount equal to the the total unpaid salary due to the officer on a pro rated basis as contemplated under County Board Resolution 3-99-09.
 - b. An amount from the Officers' annual salary equal to: 1% of the Officers' gross annual salary for Officers with 5 to 8 years of service as an Officer, 2% of the Officers' gross annual salary for Officers with 9 to 16 years of service as an Officer, 3% of the Officers' gross annual salary for Officers with 17 or more years of service as an Officer.

3. The administration of Officers' account with the Plan shall be the responsibility of the Minnesota State Retirement System and/or any public or private entity with which the Minnesota State Retirement System contracts to provide investment services, record keeping, benefit payments and other functions necessary for the administration of the Plan.

4. The Minnesota State Retirement System shall maintain a separate account, including the original deposit and any earnings thereon, for each Officer. Funds contributed to the Plan, and any earnings thereon, shall be held in trust for the reimbursement of eligible health care expenses following the Officer's retirement or departure from employment.

5. The Minnesota State Retirement System makes available a range of investment options and each Officer may direct the investment of the accumulations of his/her account among the investment options made available by the Minnesota State Retirement System.

6. The County's sole obligation under this Policy is to deposit Officer's accrued benefits pursuant to paragraph #2. The County shall not be liable for any losses arising from depreciation or shrinkage in the value of any of the Officer's investments under the Plan.

This Policy is effective this 23rd day of May, 2006.