



Dane County

Minutes - Final Unless Amended by Committee

Employee-Management Insurance Advisory Committee

Consider:

Who benefits? Who is burdened?

Who does not have a voice at the table?

How can policymakers mitigate unintended consequences?

Wednesday, September 10, 2025

8:30 AM M3, 828 John Nolen Dr., Madison WI 53713; Remote: Toll
Free 1-888-788-0099

M3, 828 John Nolen Dr., Madison WI 53713; Remote: Toll Free 1-888-788-0099

Interpreters must be requested in advance; please see the bottom of the agenda for more information.

Los intérpretes deben solicitarse con anticipación; consulte el final de la agenda para obtener más información.

Yuav tsuam tau thov txog cov neeg txhais lus hau ntej; thov saib hauv qab kawg ntawm qhov txheej txheem rau cov ntaub ntawv ntxiv.

يجب التقدم بطلب خدمات الترجمة مقدماً. يرجى الاطلاع على أسفل جدول الأعمال للمزيد من المعلومات

The September 10th Employee-Management Insurance Advisory Committee meeting will be a hybrid meeting. Members of the public can either attend in person or virtually via Zoom.

The public can attend in person at M3, 828 John Nolen Dr., Madison WI 53713.

The public can access the meeting virtually with the Zoom application or by telephone.

To join the meeting in Zoom, click the following link (after you fill out the form, the meeting link and access information will be emailed to you):

<https://m3ins.zoom.us/j/96132721083?pwd=lm6DaAPmmWbqbsXd9Ck9CE74foRAO6.1>

This link will be active until the end of the meeting.

To join the meeting by phone, dial-in using one of the following three toll-free phone numbers:

1-833-928-4610

1-877-853-5247

1-888-788-0099

When prompted, enter the following Meeting ID: 961 3272 1083 & Passcode: 071767

PROCESS TO PROVIDE PUBLIC COMMENT:

IN PERSON: Any members of the public wishing to register to speak on/support/oppose an agenda item can register in person at the meeting using paper registration forms. **IT IS HIGHLY ENCOURAGED TO REGISTER VIA EMAIL:** iac-feedback@danecounty.gov **SUBJECT: IAC Register**

In person registrations to provide public comment will be accepted throughout the meeting.

VIRTUAL: Any members of the public wishing to register to speak on/support/oppose an agenda item **MUST REGISTER USING THE LINK ABOVE** (even if you plan to attend using your phone). Virtual registrations to provide public comment will be accepted until 30 minutes prior to the beginning of the meeting.

In order to testify (provide public comment) virtually, you must be in attendance at the meeting via Zoom or phone, you will then either be unmuted or promoted to a panelist and provided time to speak to the body.

If you want to submit a written comment for this meeting, or send handouts for board members, please send them to: iac-feedback@danecounty.gov

A. Call To Order

The meeting was called at 8:30am.

- Present** 17 - Chair MARISSA BURACK, KRISTI CHLEBOWSKI, SCOTT DRUMMOND, Alternate KATE GRAVEL, Co-Chair BRIAN TUESCHER, TAINA NYTES, LAURA BEUTEL, JOSHUA COTILLIER, CARRIE MEIER, HEIDI FOGO, Alternate KATHY ANDRUSZ, Alternate TRAVIS THOMAS, MATT VELDRAN, Alternate BRENDA SWENSON, JEFF GLAZER, MISHA DANCING WATERS, and ANGELA TOBATTO
- Excused** 2 - CHRIS LADELL, and PATRICK SHELLENBERGER
- Absent** 5 - ARLYN HALVORSON, SCOTT KRUK, Alternate DAVID FREEMAN, CONNOR STONE, and DAVID KNEIP

B. Consideration of Minutes

[2025](#)
[MIN-272](#) Minutes for the June 11, 2025 Employee-Management Advisory Committee

Attachments: [June Meeting Minutes - Final](#)

A motion was made by THOMAS, seconded by TUESCHER, that the Minutes be approved. The motion carried by a voice vote.

[2025](#)
[MIN-271](#) Minutes for the August 20, 2025 Employee-Management Insurance Advisory Committee

Attachments: [August 20 Meeting Minutes - Final](#)

A motion was made by TUESCHER, seconded by THOMAS, that the Minutes be approved. The motion carried by a voice vote.

C. Action Items

Recommend to the County Board denial of any and all plan changes to health insurance for the remainder of the current three year contract and if cost savings are required from County employees in the interim, implement other approaches which do the least collective harm to County employees such as voluntary time away, early retirement initiatives and, as a last resort, furloughs. Finally, create an Insurance Advisory Committee (IAC) Request for Proposals (RFP) Subcommittee to review and revise the RFP process for health insurance ahead of early 2027 when the County could next solicit bids for insurance so the employee representatives have a meaningful voice in any plan design changes.

A motion was made by BEUTEL, seconded by NYTES, that the health insurance proposed changes be recommended for denial. The motion carried by the following vote:

Ayes: 9 - BURACK, DRUMMOND, TUESCHER, NYTES, BEUTEL, FOGO, THOMAS, SWENSON and DANCING WATERS

Ayes: 9 - BURACK, DRUMMOND, TUESCHER, NYTES, BEUTEL, FOGO, THOMAS, SWENSON and DANCING WATERS

Noes: 1 - COTILLIER

Noes: 1 - COTILLIER

Absent: 6 - HALVORSON, KRUK, MEIER, FREEMAN, STONE and KNEIP

Absent: 6 - HALVORSON, KRUK, MEIER, FREEMAN, STONE and KNEIP

Abstain: 3 - CHLEBOWSKI, VELDRAN and GLAZER

Abstain: 3 - CHLEBOWSKI, VELDRAN and GLAZER

D. Presentations

1. Dr. Ottenbaker and Kay Porter presented and updated the committee on improvement acquiring new PCPs and the hiring of more. There is also progress happening regarding Behavioral Health. Covid vaccines are still covered by health insurance. If there are any changes, we will be informed.

2. M3 talked about the current Loss ratio which is sitting at 109%. The target would be 92%.

E. Reports to Committee

1. Upcoming RFPs were reminded to the committee.
2. Katelyn Thurs gave an update on numbers of the current wellness reimbursement. Around 562 employees submitted, 126 were selected and of those 83 had not previously participated in the 2024 reimbursements.

F. Future Meeting Items and Dates

The December 10th meeting was confirmed.

G. Public Comment on Items not on the Agenda

Marissa Burack touched on some of the emails that had been received.

H. Such Other Business as Allowed by Law

None.

I. Adjourn

A motion was made by TUESCHER, seconded by THOMAS, that the meeting be adjourned. The motion carried by a voice vote. The time was 10:35am.

Respectfully submitted by,

Linda Ramirez