



Dakota County

General Government and Policy Committee of the Whole

Minutes

Tuesday, September 10, 2024

9:30 AM

Conference Room 3A, Administration
Center, Hastings

(or following County Board)

1. Call To Order And Roll Call

The meeting was called to order at 10:12 a.m. by Commissioner Workman.

Present

- Commissioner Mike Slavik
- Commissioner Joe Atkins
- Commissioner Laurie Halverson
- Commissioner William Droste
- Commissioner Liz Workman
- Commissioner Mary Liz Holberg
- Commissioner Mary Hamann-Roland

Also in attendance were Heidi Welsch, County Manager; Tom Donely, First Assistant County Attorney; and Jeni Reynolds, Sr. Administrative Coordinator to the Board.

Commissioner Holberg joined the meeting at 10:15 a.m.

The audio recording of this meeting is available upon request.

2. Audience

Chair Workman noted that all public comments can be sent to CountyAdmin@co.dakota.mn.us
No comments were received for this agenda.

3. Approval Of Agenda (Additions/Corrections/Deletions)

3.1 Approval of Agenda (Additions/Corrections/Deletions)

Motion: Mary Hamann-Roland

Second: William Droste

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson,
Commissioner Droste, Commissioner Workman, and Commissioner
Hamann-Roland

Excused: 1

Commissioner Holberg

CONSENT AGENDA

Chair Workman noted that Item 5.3 Approval Of Branding Employee Relations Department As Human Resources Department And Revision Of Policy 3020 was revised and handed out. On a motion by Commissioner Slavik, seconded by Commissioner Atkins, the Consent agenda was approved as revised:

4. County Administration - Approval of Minutes

4.1 Approval of Minutes of Meeting Held on August 13, 2024

Motion: Mike Slavik

Second: Joe Atkins

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson, Commissioner Droste, Commissioner Workman, and Commissioner Hamann-Roland

Excused: 1

Commissioner Holberg

5. County Board/County Administration

5.1 Approval Of Contract Renewal For 2025 Dental Plan

Motion: Mike Slavik

Second: Joe Atkins

WHEREAS, the County's fully funded Dental Plan has been administered by HealthPartners since January 1, 2022; and

WHEREAS, proposed premium rates for 2025 have considered utilization and claims experience of the Counties two dental plans; and

WHEREAS, renewal results in a rate increase of 7.9 percent for both the Comprehensive and Preventive Dental plans.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby authorizes the Employee Relations Director to approve renewal with HealthPartners to continue to provide Dakota County's 2025 dental plan and related rates, subject to approval by the County Attorney's office as to form.

This item was approved and recommended for action by the Board of Commissioners on 9/24/2024.

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson, Commissioner Droste, Commissioner Workman, and Commissioner Hamann-Roland

Excused: 1

Commissioner Holberg

5.2 Authorization To Approve Vendors And Rates For 2025 Group Short-Term Disability, Long-Term Disability, Life Insurance And Vision

Motion: Mike Slavik

Second: Joe Atkins

WHEREAS, The Standard administers the Counties Group Life Insurance and Long-Term disability benefits Offering a 2-year rate guarantee; and

WHEREAS, The Standard rate renewal for employee funded voluntary group life insurance increases to 22% for 2025 and 2026; and

WHEREAS, The Standard rate renewal for County funded employee basic and AD&D Life insurance benefit for all employee an \$50,000 policy will increase 80%; and

WHEREAS, The Standard rate renewal for employee funded voluntary Long-Term Disability benefit will increase for the 40 percent plan at 56% and the 60 percent plan at 58%; and

WHEREAS, VSP Vision Care provides the Counties employee funded voluntary benefit rates increase 7.5%; and

WHEREAS, the employee-paid Short-term Disability plan expenses projected for 2025 results in no rate change for all elimination period 8-day, 15-day, 30-day and 75-day option.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby accepts contracts for 2025 and 2026, Life Insurance, Short-Term and Long -Term Disability administration with The Standard; and VSP Vision Care; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby approves the 2025 and 2026 Voluntary benefits: Vision, Group Life Insurance, Long and Short-Term Disability Benefits.

This item was approved and recommended for action by the Board of Commissioners on 9/24/2024.

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson, Commissioner Droste, Commissioner Workman, and Commissioner Hamann-Roland

Excused: 1

Commissioner Holberg

5.3 Approval Of Branding Employee Relations Department As Human Resources Department And Revision Of Policy No. 3020

Motion: Mike Slavik

Second: Joe Atkins

WHEREAS, the Dakota County Personnel Act, Minn. Stat. § 383D.21 through 383D.35 (1987), permitted the Dakota County Board to create a County personnel administration system by a resolution creating an employee relations department; and

WHEREAS, Section 383D.22, Subd. 4 defines employee relations department to be the employee relations director (defined by Subd. 3) and the employees engaged in the administration of the employee relations department; and

WHEREAS, the Dakota County Board subsequently passed Resolution No. 88-207 (Feb. 23, 1988), which established the Dakota County Employee Relations Department to enact the provisions of Minn. Stat. § 383D.21 through 383D.35; and

WHEREAS, since Resolution No. 88-207 was passed, the term “Employee Relations” as a department title has become uncommon and does not capture the functions and responsibilities described in Minn. Stat. § 383D.21 through 383D.35; and

WHEREAS, the Employee Relations Director seeks to establish “Human Resources” as the identity for the Employee Relations Department and its work; and

WHEREAS, to accomplish this change, the County Board must establish that the Employee Relations Department will be known as the Human Resources Department, that the Employee Relations Director will be known as the Human Resources Director and references to employee relations in County policies and procedures will be replaced with reference to human resources; and

WHEREAS, staff proposes to amend Policy 3020 - Philosophy, Mission and Scope, to implement the branding of the Employee Relations Department as the Human Resources Department; and

WHEREAS, staff seeks to amend references of “employee relations” to “human resources” as administrative changes to all County policies and other relevant documents where appropriate.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby directs that the Employee Relations Department be known as the Human Resources Department, the Employee Relations Director be known as the Human Resources Director and references to employee relations in County policies, procedures and other documents be replaced with reference to human resources; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby adopts the proposed revisions to Policy 3020 - Philosophy, Mission and Scope to implement the reference to human resources; and

BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners

hereby authorizes the Employee Relations Director to amend all references to “employee relations” to “human resources” administratively to existing County policies and related documents where appropriate; and
BE IT FURTHER RESOLVED, That the Dakota County Board of Commissioners hereby directs that nothing herein shall be construed as altering the County personnel administration system established by Minn. Stat. 383D.21 through .35 and Resolution No. 88-207 (Feb. 23, 1988), administered by the Employee Relations Department, now known as the Human Resources Department.

This item was approved and recommended for action by the Board of Commissioners on 9/24/2024.

Ayes: 6

Commissioner Slavik, Commissioner Atkins, Commissioner Halverson, Commissioner Droste, Commissioner Workman, and Commissioner Hamann-Roland

Excused: 1

Commissioner Holberg

REGULAR AGENDA

6. Enterprise Finance and Information Services

6.1 Discussion Of Future County Funding Approach To Dakota 911

Enterprise Finance and Information Services Director David McKnight and Dakota 911 Executive Director Heidi Hieserich briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action requested.

7. County Board/County Administration

7.1 Approval Of 2025 Medical Plans And Premium Rates

Motion: Mary Hamann-Roland

Second: Joe Atkins

Employee Relations Director Andy Benish and Dan Plante with Deloitte Consulting briefed this item and responded to questions.

WHEREAS, the County’s self-funded medical plan administered by Blue Cross Blue Shield of MN starting January 1, 2025; and

WHEREAS, due to 2025 IRS limit changes in minimum deductibles for High Deductible Health Plans, the Dakota Health Savings Account (HSA) plan will have an increase in deductible \$1650 for single and \$3300 for family; and

WHEREAS, this change will increase the County annual HSA contribution to \$825 for single and \$1650 for family enrollment; and

WHEREAS, proposed premium rates for 2025 have been identified taking into account utilization and claims experience of the three Plans, medical trend, Affordable Care Act fees, and administrative expenses; and

WHEREAS, self-funded medical plan expenses projected for 2025 result in a rate increase of 8.6 percent increase in all three medical plans.

NOW, THEREFORE, BE IT RESOLVED, That the Dakota County Board of Commissioners hereby approves the rate increase of 8.6 percent for the Dakota Advantage Plan, the Dakota Select Plan, and the Dakota Health Savings Account Plan.

This item was approved and recommended for action by the Board of Commissioners on 9/24/2024.

Ayes: 7

7.2 Legislative Update And Direction On 2025 State Legislative Priorities

Communications/Public Affairs Director Mary Beth Schubert, Physical Development Director Georg Fischer and Social Services Deputy Director Gil Acevedo briefed this item and responded to questions. This item was on the agenda for informational purposes only. No action was taken.

Information only; no action requested.

8. County Manager's Report

County Manager Heidi Welsch mentioned that the current ERP system will be reviewed as well as remote/hybrid work. Updates will be brought forward to the Board. There is the potential for a Strategic Planning Workshop to be held on October 29.

9. Future Agenda Items

No future agenda items were discussed.

10. Adjournment

10.1 Adjournment

Motion: Mike Slavik

Second: Mary Hamann-Roland

On a motion by Commissioner Slavik, seconded by Commissioner Hamann-Roland, the meeting was adjourned at 11:11 a.m.

Ayes: 7

Respectfully submitted,
Jeni Reynolds
Sr. Administrative Coordinator to the Board