



**ITASCA COUNTY  
BOARD OF COMMISSIONERS**

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

Tuesday, December 15, 2020

**REQUEST FOR BOARD ACTION: RBA-2020-1084**

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**DEPARTMENT:** Administrative Services

**TIME REQUESTED:** 5 Minutes

**PRESENTER:** Chair

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**AGENDA ITEM:**

Set 2021 Elected Official Salaries - County Attorney

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**BOARD ACTION REQUESTED:**

Adopt the Resolution Re: Year 2021 Salary for Elected Itasca County Attorney.

**BACKGROUND:**

The 2020 Salary for the Elected Itasca County Attorney was set at \$119,587.65.

**COUNTY ATTORNEY REVIEW:** N/A

**SUPPORTING DOCUMENTATION:**

1. 2020 Elected Salary Comparison
2. Elected Salary Spreadsheet 2021
3. 2021 Elected Salary Request
4. Attorney Matti Adam Request

**Motion To:** Adopt the Resolution Re: Year 2021 Salary for Elected Itasca County Attorney, which sets the 2021 salary for the County Attorney at \$122,386.16.

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



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**RESOLUTION 2020-63**

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**RE: YEAR 2021 SALARY FOR ELECTED ITASCA COUNTY ATTORNEY**

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

**NOW THEREFORE BE IT RESOLVED**, that effective January 1, 2021, the salary for this elected position be \$122,386.16.

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

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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 15th day of December A.D. 2020 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 15th day of December A.D. 2020.

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Administrator



**ITASCA COUNTY  
BOARD OF COMMISSIONERS**

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

**V.19.**

Tuesday, June 23, 2020

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**REQUEST FOR BOARD ACTION: RBA-2020-790**

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**DEPARTMENT:** Human Resources

**TIME REQUESTED:** < 5 Minutes

**PRESENTER:** Lynn Hart

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**AGENDA ITEM:**

Fringe Benefits - Electeds Other Than County Commissioners

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**BOARD ACTION REQUESTED:**

Approve the updated Fringe Benefits - Electeds Other Than County Commissioners with updated language regarding Group Hospital - Medical Insurance Deductibles and Retiree Medical Insurance Deductibles.

**BACKGROUND:**

The Internal Revenue Code requires that the minimum statutory deductible for health plans used with HSAs be indexed for inflation and the deductibles will automatically increase in future years in order to remain compliant with the Internal Revenue Service (IRS) guidelines for high deductible health insurance plans. We have updated the language to reflect this requirement.

**COUNTY ATTORNEY REVIEW:** N/A

**SUPPORTING DOCUMENTATION:**

1. Electeds Other Than Co Com Fringe Benefits 6-23-2020 v2

<b>RESULT:</b> RECOMMENDED FOR CONSENT <b>NEXT:</b> 06/23/2020 2:30 PM
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<b>RESULT:</b>	<b>APPROVED (5 TO 0)</b>
<b>MOVER:</b>	Commissioner Leo Trunt
<b>SECONDER:</b>	Commissioner Terry Snyder
<b>AYES:</b>	Davin Tinquist, Terry Snyder, Leo Trunt, Burl Ives, Ben 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 6/23/2020.

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) \$1750/\$3500(in 2020) Deductible or the High Deductible Plan (Option 2) \$3500/\$7000 (in 2020) Deductible, both with a Health Savings Account (HSA), shall be the hospital medical insurance coverage for all eligible Electeds. The Internal Revenue Code requires that the minimum statutory deductible for plans used with HSAs be indexed for inflation and the deductibles will automatically increase in future years in order to remain compliant with the Internal Revenue Service (IRS) guidelines for high deductible health insurance plans.

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 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 - The County will provide and pay the entire premium for the present group life insurance in the amount of \$25,000 for each eligible employee, said insurance includes Accidental Death and Dismemberment (AD&D) coverage in an amount equal to Basic Life insurance coverage, both with a double indemnity clause. Active employees may opt to purchase additional Basic Life and AD&D coverage for themselves, their spouse and eligible dependents, at their own expense. Both Basic Life and AD&D insurance coverage amounts reduce to 65% at age 65, 50% at age 70 and 35% for age 75 and over. All employer provided insurance and employee elected additional insurance will terminate upon the employee leaving employment.

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 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.

## FRINGE BENEFITS—ELECTEDS OTHER THAN COUNTY COMMISSIONER

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 1<sup>st</sup>, 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). 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
- b. Such total disability began while the individual was an employee of Itasca County; and

**FRINGE BENEFITS—ELECTEDS OTHER THAN COUNTY COMMISSIONER**

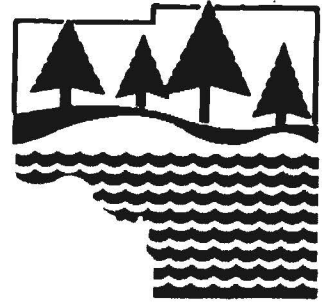
- c. Such total disability qualifies under the eligibility stipulations set by the Minnesota Public Retirement Association and/or Federal Social Security.

Elected Officials shall be enrolled in the Post Health Care Savings Plan (HCSP) based on the following schedule: An amount from the Official's annual salary equal to 2% of the Official's gross annual salary for Officials with 0 to 16 years of service as an Official, 3% of the Official's gross annual salary for Officials with 17 or more years of service as an Official.

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

Updated: 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; 6/23/2020

# 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:**

- Consent Agenda
- Regular Agenda
- Refer to

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
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**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.