RESOLUTION ESTABLISHING A BENEFITS COMMITTEE

WHEREAS, pursuant to Neb. Rev. Stat. § 23-104(6), the County has the power to do all acts in relation to the concerns of the county necessary to the exercise of its corporate powers;

WHEREAS, pursuant to Neb. Rev. Stat. § 23-103, the powers of the County as a body are exercised by the County Board;

WHEREAS, Sarpy County is committed to offering its employees with carefully selected benefit options;

WHEREAS, the Committee will provide assistance to the County Board and Human Resources in fulfilling its oversight of health and welfare benefits and related services; and

WHEREAS, the specific duties of the Benefits Committee are outlined in the attached charter.

NOW, THEREFORE, BE IT RESOLVED that the Sarpy County Board hereby establishes the Benefits Committee as described in the attachment.

The above Resolution was approved by a vote of the Sarpy County Board of Commissioners at a public meeting duly held in accordance with the applicable law on the 20th day of July, 2016.

[Signature]
Sarpy County Board Chair

Attest:

[Signature]
County Clerk
To: Sarpy County Board of Commissioners  
From: Bonnie Moore, Human Resources Director  
Date: July 21, 2016  
Re: Benefits Committee

Human Resources is requesting that the County Board establish a “Benefits Committee.” The responsibilities of the Committee would include:

1. Receiving inquiries, comments, and recommendations from County employees and benefit providers regarding health insurance and other County or voluntary benefits (collectively “benefits”), and presenting them to the Committee.
2. Reviewing and analyzing non-identifiable employee benefits information, reports, and proposals from HR, insurance carriers, third party administrators, and benefit providers.
3. Making recommendations, as necessary, to the County Board regarding benefits.

In fulfilling these responsibilities, the Committee’s functions would be limited to a fact finding and advisory capacity to the County Board. More information about the Committee’s proposed structure and functions is contained within the attached charter.

Should you have any questions, please do not hesitate to contact me at 402-593-4485.

Thank you.
Benefits Committee Charter

I. Purpose: The purpose of the Benefits Committee (Committee) is to provide assistance to the County Board and Human Resources (HR) in fulfilling their oversight of health and welfare benefits and related services for the County.

II. Responsibilities:
   a. Receive inquiries, comments, and recommendations from County employees and benefit providers regarding health insurance and other County or voluntary benefits (collectively “benefits”), and present them to the Committee.
   b. Review and analyze non-identifiable employee benefits information, reports, and proposals from HR, insurance carriers, third party administrators, and benefit providers.
   c. Make recommendations, as necessary, to the County Board regarding benefits.
   d. Meet as needed but no less frequently than three times per year.

III. Membership:
   a. The Committee is composed of at least 1 County Commissioner and representatives from the following:
      i. Designated staff person from the County Attorney’s Office
      ii. County Administration
      iii. Fiscal Administration
      iv. Clerk’s Office
      v. Human Resources
      vi. Williams-Deras & Associates
   b. Additional representatives shall be added at the discretion of the County Board Chairman.

IV. Limitation: The Committee’s function is limited to a fact finding and advisory capacity to the County Board of Commissioners, who retain sole responsibility for approving and contracting benefit plans for Sarpy County employees.

V. Administration: The Human Resources Director shall coordinate, schedule, and conduct the meetings and present findings and recommendations to the County Board.

VI. Reporting: The Employee Benefit Committee will have the minutes of the Committee’s meetings prepared and submitted to the Board of Commissioner’s no more than two weeks following each Committee meeting. The minutes will contain recommendations for appropriate Board actions if required.