



RESOLUTION # 28-7/08

TO: HONORABLE MEMBERS OF THE LA CROSSE COUNTY BOARD OF SUPERVISORS

ITEM # 9/7

BOARD ACTION

Adopted: 7-17-08  
For: 31  
Against: 1  
Abs/Excd: 3  
Vote Req: \_\_\_\_\_  
Other Action: \_\_\_\_\_

EXECUTIVE COMMITTEE ACTION

Adopted: 7-9-08  
For: 9  
Against: -  
Abs/Excd: -

**RE: AUTHORIZATION TO OFFER AFLAC BENEFITS TO COUNTY EMPLOYEES**

**WHEREAS**, the County has received input from both Union and Non-Union regarding desired additional insurance benefits to protect employees and their families, at a time when the County is not financially able to expand benefits; and,

**WHEREAS**, benefit programs are available through the American Family Life Assurance Company, known as AFLAC, which is a sole source provider pursuant to Sec. 4.11 (7) (g) of County ordinances, which company provides benefits only to company employees through payroll deduction; and,

**WHEREAS**, AFLAC allows employees to select from a group of benefits and to pay only for those items desired and employees have the choice to cancel benefits when they deem prudent and all transactions are between the employee and AFLAC with no expense or enrollment administration incurred by the County other than setup of payroll deduction; and,

**WHEREAS**, benefits selected may qualify for Section 125 pre-tax payroll deduction, which reduces the employee's social security tax, thereby increasing buying power, while also saving the County the employer's contribution to social security tax.

**NOW THEREFORE BE IT RESOLVED**, that American Family Life Assurance Company (AFLAC) is approved as a provider of supplemental insurance benefits to County Employees, as they may select, provided that the County shall incur no expense for employee benefits provided by AFLAC and provided that applicable Social Security credits shall apply to the County, and;

**BE IT FURTHER RESOLVED**, that the Personnel and Finance Departments are authorized and directed to take such action necessary to carry out the intention of this resolution.

**FISCAL NOTE:** There is no expense associated with this resolution as employees will pay 100% of the cost of benefits they select. There will be some administration in setting up a payroll deduction for AFLAC benefits but there will be a net saving to the County of the Social Security tax of 7.65% on all amounts paid by employees pre-tax for AFLAC benefits.

Date: 7-9-08  
[Signature]  
EXECUTIVE COMMITTEE CHAIR

Date: 7-9-08  
Cheryl A. Stephen  
RECORDING CLERK

	Recommended	Not Recommended	Reviewed Only
Co. Admin.	<u>50</u>	_____	_____
Fin. Director	<u>67</u>	_____	_____
Corp. Counsel	<u>192</u>	_____	_____

Requested By: Steve O'Malley  
Date Requested: June 26, 2008  
Drafted By: Robert B. Taunt

Adopted by the La Crosse County Board this 17 Day of July, 2008.

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STATE OF WISCONSIN  
COUNTY OF LA CROSSE  
I, Marion I. Naegle, County Clerk of La Crosse County do hereby certify that this document is a true and correct copy of the original resolution required by law to be in my custody and which the County Board of Supervisors of La Crosse County adopted at a meeting held on the 17<sup>th</sup> day of July 2008.

Marion I. Naegle  
Marion I. Naegle, La Crosse County Clerk