



## ***Labor/Management Health Insurance Committee***

### ***MINUTES – APPROVED AS DISTRIBUTED 5/19/15***

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**Date:** Tuesday, March 31, 2015  
**Time:** 3:00 p.m.  
**Place:** Lyle Shields Meeting Room  
Brookens Administrative Center  
1776 E. Washington St.  
Urbana, Illinois

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#### **Committee Members**

**Present:** Astrid Berkson, Donna Blumer, Deb Busey, Debbie Heiser, Barb Doyle-Little, Tea Jones, Angela Lusk, Betty Murphy, Josh Reifsteck, Nora Stewart  
**Absent:** Chris Alix, Van Anderson, Stan Harper, Josh Jones, Michelle Mennenga, Brad Morris, Ed Sexton, Steve Ziegler  
**Others:** John Malachowski (Gallagher Benefit Services), Tami Ogden (recording secretary)

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#### Call to Order

Ms. Busey called the meeting to order at 3:02 p.m.

#### Approval of Minutes from January 20, 2015 Meeting

**MOTION** by Ms. Stewart to approve the January 20, 2015 meeting minutes from the Labor/Management Health Insurance Committee; seconded by Ms. Little. Upon vote, the **MOTION CARRIED** unanimously.

#### 2015 Health Fair Planning and Discussion

Ms. Heiser distributed a summary of the 2014 Health Fair expenses and vendors. **MOTION** by Ms. Stewart to hold the Health Fair again this year, seconded by Ms. Lusk. No vote was necessary. Suggestions for this year were to provide bags for attendees and utilize a “Start Here” sign. It was recommended that the Nursing Home’s Health Fair be held onsite in order to allow employees to participate.

A subcommittee was established for the 2015 Health Fair consisting of Ms. Stewart, Ms. Lusk, Ms. Heiser, and Administrative Services employee Ms. Leeann Robeck.

#### Affordable Care Act Cadillac Plan Tax Update

Mr. Malachowski presented a handout regarding the Affordable Care Act Cadillac Plan Tax, which will go into effect in 2018. The tax is designed to discourage costly medical insurance plans, and encourage employers to pare back medical benefits. It is important that the County start talking about this provision now, since it could have a bearing on the cost of medical insurance provided by the County as the result of an excise tax.

An example was given to the committee in order to demonstrate when and how the tax would apply. Mr. Malachowski indicated that there may be changes to this law prior to 2018; however, it is important to be proactive in anticipation of the law as it stands.

Ms. Heiser indicated that HRA and FSA coverages are included in the annual threshold when calculating the limits. At this time, the County’s medical plan is under the projected threshold.

Ms. Busey stated that as long as this is the law, the County should closely evaluate its plan utilizing the figures that are presently in place.

Mr. Malachowski informed the committee that his company is calculating if, and when, its clients will reach the threshold with each renewal. In his determination, the County has an above average medical plan.

Ms. Berkson spoke about the reasons behind the tax.

Health Alliance Medical Plan Update and Review

Mr. Malachowski stated that he only has two months of claim data at this time. The HRA Utilization report for the end of March came in at 20.7%, which was under the projected rate. He further stated that the first couple of months in 2015 look similar to previous years.

Next Meeting

The next meeting will be May 19, 2015.

Other Business

None

Adjournment

Ms. Busey adjourned the meeting at 3:35 p.m.