



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

### ***MINUTES – APPROVED AS DISTRIUBTED ON MARCH 22, 2016***

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**Date:** Tuesday, January 19, 2016  
**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, Steve Cawthon, Deb Busey, Stan Harper, Tea Jones, Angela Lusk, Barb Mann, Michelle Mennenga, Betty Murphy, Tami Ogden, Dwayne Roelfs  
**Absent:** Chris Alix, Brent Frye, Barb Doyle-Little, Debbie Heiser, Josh Jones, Brad Morris, Josh Reifsteck  
**Others:** Tammy Asplund (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 October 20, 2015 Meeting**

**MOTION** by Mr. Roelfs to approve the October 20, 2015 meeting minutes from the Labor/Management Health Insurance Committee; seconded by Ms. Jones. Upon vote, the **MOTION CARRIED** unanimously.

#### **Revised Calendar of Meetings**

Ms. Busey reviewed the revised 2016 Calendar. The May date contained a typo and it was corrected.

#### **Overview of Gallagher Benchmark Data – Public Entity Sector**

Mr. Malachowski provided the Benchmark report for review. This is the third year this information has been gathered (via survey) by Gallagher and reported on. He noted that 1/3 of the respondents are in the Midwest. He noted that public sector entities (in general) tend to pay a larger percentage of the premium for the employee than private sector entities. Ms. Busey asked, on the defined contribution approach, whether any employers (public or private) are giving their employees a set amount of money and directing them to purchase their own insurance. Mr. Malachowski responded that it is being done in the retiree market place, but not the employee market place. He also noted private exchanges are gaining favor. There was additional discussion regarding Dental plans, HSAs and HRAs, and Vision plans. Mr. Malachowski talked briefly about the delay of the “Cadillac Plan Tax” portion of the Affordable Care Act. He encouraged the committee to review the report in detail and forward questions for him to Deb Busey. There was also discussion on wellness initiatives and programs. Mr. Malachowski talked about the accommodations required by the ACA to allow persons to realize discounts related to wellness plans.

#### **2015 Claim Review**

Mr. Malachowski stated that while there is nothing “personally identifiable” in this report; committee members should be very cautious about sharing any of the information. According to the report; 2015 was a high claim year. He noted a mistake on the report – the word “Reinsurance” should have been removed from the Retention Line. He stated that ACA is the driving force for the increase (since 2014) for Retention. On page 2, Mr. Malachowski reviewed the high-dollar claims and numbers and shared the fact that 8 of the top 9 are attributed to cancers. He reviewed the County’s history (in the 5 years he has been involved). There was discussion about how to be an informed health care consumer; and whether there are programs available in

the community to address this. Gallagher and Health Alliance both provide information & guidance on these issues. Ms. Berkson requested a report showing the breakdown of number of visits and rates per visit. Ms. Busey noted that the last half of the 2015 claim year will impact renewal for 2017. Mr. Malachowski reviewed the prescription medication handout he provided. He stated that prescription health care inflation rates are outpacing the medical cost inflation rates by 3 to 1; driven by high-cost specialty medications.

**Other Business**

Ms. Busey commented on the Health Alliance glitch in December; they did not get all the County information in by January 1st. The issue has been resolved.

**Next Meeting**

The next meeting is scheduled for Tuesday, March 22, 2016.

**Adjournment**

**MOTION** by Mr. Harper; seconded by Ms. Ogden. Ms. Busey adjourned the meeting at 4:10 p.m.