CHAMPAIGN COUNTY BOARD
LABOR MANAGEMENT HEALTH INSURANCE COMMITTEE
County of Champaign, Urbana, Illinois

MINUTES – APPROVED AS DISTRIBUTED ON SEPTEMBER 20, 2016
DATE: Wednesday, September 7, 2016
TIME: 2:00 p.m.
PLACE: Lyle Shields Meeting Room
                  Brookens Administrative Center
                  1776 E. Washington St. Urbana, IL 61802

Committee Members Present: Chris Alix, Astrid Berkson, Donna Blumer, Brent Frye, Debbie Heiser, Barb Doyle-Little, Josh Jones, Tea Jones, Angela Lusk, Matt McCallister, Michelle Mennenga, Betty Murphy, John Naese, Tami Ogden, and Rick Snider

Committee Members Absent: Stan Harper, Barb Mann, Josh Reifsteck, and Dwayne Roelfs

County Staff: Tammy Asplund (Recording Secretary)

Others Present: John Malachowski (Gallagher)

Call to Order
Ms. Lusk called the meeting to order at 2:02 p.m.

Approval of Minutes from August 30, 2016 Meeting
There was a Motion by Ms. Little to approve the August 30, 2016 meeting minutes from the Labor Management Health Insurance Committee; seconded by Mr. McCallister. Upon vote, the MOTION CARRIED unanimously.

Discussion
Mr. Malachowski began with a review of the claim pricing example handout from the last meeting.   He stated he believes that Aetna knows the discount difference (in Champaign-Urbana) is 5 to 7 points. Some of the Aetna proposal is based on the belief that this past year was that bad year in five (statistically), and the next year should have lower claims.

He informed the group that the Gallagher underwriter formula showed a 67% increase should have been expected from Health Alliance for this year's renewal; based on losses. He stated that Aetna, BlueCross/BlueShield and Gallagher do not use the 3rd year (2013) in their formula for quote.

Health Alliance has provided another renewal proposal; with an increase at only 30% (original was 51%). Mr. Malachowski believes this is an attempt to hold the County's business; knowing other companies are aggressively pursuing this business.

Ms. Lusk suggested training be created to help employees understand the health care benefits, perhaps using MindFlash so it could be tracked. She also noted that employees may feel they can't spend the time necessary to ask questions and learn about the health care plan, because their supervisor or department head makes it difficult for them to be away from their station. There was discussion

regarding the best way to disseminate information to employees and engage them in being good health care consumers.

Ms. Heiser provided 2 handouts. The first was a comparison of pricing with varying deductibles. The second summarized the pros and cons of each provider; from the perspective of someone who administers the County's health benefit and educated employees on that plan. Mr. Snider commented that the HRA is still an unknown, although the County is on pace to spend less than what was set aside. That fact makes it difficult to get a good idea of what premiums will actually be.

Mr. Malachowski handed out a summary with revised pricing. He explained the reasoning behind the color coding on the sheet. Columns with the same color are an apple-to-apple comparison. There was discussion regarding the differences for each plan listed. Mr. Malachowski reminded all that with the Aetna plan, there is a potential to be refunded if the claims for a year are less than what is charged for in premiums.

Mr. Snider noted that in every case, with the exception of the $5000 deductible without the HRA, Aetna's quotes were approximately $100,000 less expensive. Ms. Mann asked how seriously the committee was considering plans with a deductible greater than $1500. Mr. Snider responded that it would need to be considered, since the County's budget is out of balance by $580,000; mostly due to the health insurance increase. Ms. Mann expressed concern that a higher deductible may cause some employees to refrain from seeing a doctor.

Mr. Malachowski reviewed the process from last year, when the County switched from a PPO to an HMO. There was discussion about the tools available from Aetna to help educate customers and help them make more informed decisions regarding prices of health care services. Ms. Heiser commented that Health Alliance has comparable tools available on the website.

Ms. Murphy and Ms. Heiser raised concerns about the standard language of the Aetna benefit summary. Ms. Murphy described the language as "generic". There was discussion surrounding the fact that Kraft carries Aetna for its employees.

There was a Motion by Mr. Jones to select Aetna as the new insurance provider, with discussion to determine premiums and deductibles; seconded by Mr. Frye.   Mr. Naese requested a roll call vote be taken. Mr. Jones amended his motion to ask for a roll call vote.

Blumer – Y
Frye – Y
Jones, T – Y
Lusk – Y
Jones, J – Y
McCallister – Y
Mennenga – Y
Naese – abstain

Alix – Y
Berkson – Y
Doyle-Little – N
Heiser – N
Mann – Y
Murphy – Y
Ogden – Y
Snider – Y
Upon vote, the MOTION CARRIED.

Mr. Malachowski will request detailed plan documents from Aetna, and clarification on definitions. Mr. Malachowski will also request from Aetna information regarding their other lines of coverage. Mr. Alix requested a summary of bargaining contract terms and limits (with regard to health insurance premiums).

Other Business
None

Next Meeting
The next meeting will be held on Tuesday, September 20, 2016 at 2:00 p.m.

Adjournment
Mr. Snider adjourned the meeting at 4:10 p.m.

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