



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

MINUTES – APPROVED AS DISTRIBUTED ON OCTOBER 11, 2016

DATE: Tuesday, September 27, 2016
TIME: 2:00 p.m.
PLACE: Jennifer K. Putman 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, Barb Mann, Matt McCallister, Michelle Mennenga, Betty Murphy, John Naese, Tami Ogden, Dwayne Roelfs and Rick Snider

Committee Members Absent: Stan Harper and Josh Reifsteck

County Staff: Tammy Asplund (Recording Secretary)

Others Present: John Malachowski (Gallagher)

Call to Order

Mr. Snider called the meeting to order at 2:05 p.m.

Approval of Minutes from September 20, 2016 Meeting

There was a Motion by Ms. Mann to approve the September 20, 2016 meeting minutes from the Labor Management Health Insurance Committee; seconded by Ms. Heiser. Upon vote, the MOTION CARRIED unanimously.

Discussion

Mr. Malachowski discussed the terms “deductible” and “out of pocket expense” as they apply to the plan options. He stated that the deductible “bucket” can feed the out of pocket “bucket”; but the reverse is NOT true. He also commented that the current Health Alliance plan is an HMO plan, and the Aetna plan is an HMO look-alike plan.

Mr. Malachowski stated Health Alliance provided new quotes yesterday, including both a \$1500 and \$3000 deductible plans. He provided a handout showing the new numbers; which came in less than Aetna’s comparable plans.

Ms. Heiser provided handouts showing premium costs for the Aetna and Health Alliance plans; with a breakdown by employee type (bargaining unit vs non-bargaining unit). Ms. Heiser reminded the committee that with the Aetna plan, employees would be responsible for submitting flexible spending claims, as BPC would not have a direct feed (as they do with Health Alliance).

Mr. Alix cited three advantages to the Aetna proposal: larger network, opportunity for cost-savings share, and lower pooling point.

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There was a Motion by Ms. Mann to accept the Aetna proposal with \$3000 deductible funded by the County and a \$1500 deductible buy-up option for the employees; seconded by Ms. Ogden.

Mr. Jones asked about the potential for funds left in the HRA at the end of the year. Mr. Malachowski clarified HRA (Health Reimbursement Arrangement). He stated it is technically an employer-funded liability. Mr. Malachowski confirmed the potential for money to be left at the end of 2016. The committee discussed potential uses for those funds.

The committee members representing the bargaining units requested time to discuss options without the other committee members present. After 15 minutes, the full committee resumed discussion.

Upon vote, the MOTION FAILED (6 yes; 11 no).

There was a Motion by Ms. Mennenga to accept the Aetna proposal with \$1500 deductible funded by the County; seconded by Ms. Lusk.

There was additional discussion regarding the FY2017 County budget deficit and the potential need for furlough days to compensate. Mr. Snider commented that each furlough day is worth approximately \$77,000. In order to cover the deficit (with the \$1500 deductible option), each employee would need to take 3 furlough days. Ms. Berkson commented that this could be delayed until after April 1, 2017; when the HRA final numbers are in.

Ms. Mennenga amended the Motion to accept the Aetna proposal with \$2000 deductible; seconded by Mr. Jones.

Mr. Malachowski commented that for 40% of the employees, the deductible doesn't matter because those 40% do not spend even the \$1500. He also noted that what they will see if the monthly premium increase.

The committee talked about concerns over people seeking other insurance coverage and leaving the pool. Mr. Malachowski stated that as of January 1st, rates may increase as much as 40% in the market place. He also warned that people leaving (due to higher premiums at the County) would not constitute a qualifying event.

Upon vote, the MOTION CARRIED (16 yes; 1 no).

Mr. Malachowski provided handouts regarding renewals and proposals for dental and vision plans. The dental options are renewals from Delta Dental and a quote from Aetna.

There was a Motion by Ms. Heiser to accept the Delta renewal #2 proposal; seconded by Ms. Lusk. Upon vote, the MOTION CARRIED (13 yes, 3 no).

There was a Motion by Ms. Lusk to accept the Eye Med Direct proposal; seconded by Mr. Frye. Upon vote, the MOTION CARRIED unanimously.

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Ms. Ogden left the meeting at 3:39 p.m.

Other Business

Mr. Malachowski stated there are no life insurance rate changes for 2017.

Next Meeting

No meeting is scheduled

Adjournment

There was a Motion by Ms. Mennenga to adjourn the meeting; seconded by Ms. Little. Upon vote, the MOTION CARRIED unanimously. Mr. Snider adjourned the meeting at 3:54 p.m.