

CHAMPAIGN COUNTY BOARD
COMMITTEE OF THE WHOLE – Policy Agenda
County of Champaign, Urbana, Illinois
Tuesday, September 13, 2011 – 6:00 p.m.

Lyle Shields Meeting Room, Brookens Administrative Center
1776 East Washington Street, Urbana, Illinois

I. Policy, Personnel, & Appointments:

A. Appointments/Reappointments

1. Willow Branch Drainage District-To Fill One Vacancy
Term from 9/1/2011 to 08/31/2014 173-174
 - Applicants:
Jed Gerdes
Robert McMahon
2. Community Action Board-Term 09/01/2011 to 12/31/2014 175-176
 - Appointment of Wednesday Medlen
3. Champaign County Board of Health-To Fill Unexpired Term of Mark Huls
Ending 06/30/2012 177-183
 - Appointment of Dr. Krista Jones

B. County Administrator

1. Vacant Positions Listing (Provided for Information Only) 184
2. FY2012 Employee Health Insurance Plan Recommendation 185-188
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4. Save the Date – FY2011 Employee Recognition Event

C. County Clerk

1. Monthly Fees Report – August 2011 192

D. Other Business

E. Chair's Report

1. Procedural Recommendation for Review of Closed Session Minutes

F. Designation of Items to be Placed on County Board Consent Agenda

II. Adjourn

CHAMPAIGN COUNTY APPOINTMENT REQUEST FORM
Fire, Drainage, Cemetery, Water, & Farmland Assessment

PLEASE TYPE OR PRINT IN BLACK INK

NAME: Jeel A. Gerdes

ADDRESS: 1448 CR 2700 E Ogden IL 61859
Street City State Zip Code

EMAIL: gerdes.farms@hotmail.com PHONE: 217-649-7931

Check Box to Have Email Address Redacted on Public Documents

NAME OF APPOINTMENT BODY OR BOARD: Willow Branch Drainage District

BEGINNING DATE OF TERM: Sept 1, 2011 ENDING DATE: Aug 2014

The Champaign County Board appreciates your interest in serving your community. A clear understanding of your background and philosophies will assist the County Board in establishing your qualifications. Please complete the following questions by typing or legibly printing your response. IN ORDER TO BE CONSIDERED FOR APPOINTMENT, OR REAPPOINTMENT, CANDIDATE MUST COMPLETE AND SIGN THIS APPLICATION.

1. What experience and background do you have which you believe qualifies you for this appointment?

I live and own land in the Willow Branch District. I am a farmer that has been a part of numerous drainage projects including tile and waterways. We have the original map of the Drainage District tile because the land has been in our family over 100 years. I also know how to survey, have my own equipment, and have taken care of the drainage district tile while the current board has let it fall in.

2. What is your knowledge of the appointed body's operations, property holdings, staff, taxes, and fees? disrepair.

The current board has filed papers with IDOT on ownership of the Drainage Tile, has signed off on the project being done then neglected to pay the bills so I and another landowner paid the over \$7000 bill, and the district, which still claims the tile, fails to reimburse while they pay to fix tile on land which the board ment

3. Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the appointed body for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

Yes No If yes, please explain: We are hoping Pious will make an unbiased decision on what is best for the entire district or evidence will be shown at county board.

RECEIVED

JUL 22 2011

CHAMPAIGN COUNTY
ADMINISTRATIVE SERVICES

Signature Jeel A. Gerdes

Date: July 21, 2011

CHAMPAIGN COUNTY APPOINTMENT REQUEST FORM
Fire, Drainage, Cemetery, Water, & Farmland Assessment

PLEASE TYPE OR PRINT IN BLACK INK

NAME: Robert McMahon

ADDRESS: 1585 CR 2650E Ogden IL 61859
Street City State Zip Code

EMAIL: mcmfarms@comcast.net PHONE: 217-969-2755
Check Box to Have Email Address Redacted on Public Documents

NAME OF APPOINTMENT BODY OR BOARD: Willow Branch

BEGINNING DATE OF TERM: 7-1-2011 ENDING DATE: 8/2014

The Champaign County Board appreciates your interest in serving your community. A clear understanding of your background and philosophies will assist the County Board in establishing your qualifications. Please complete the following questions by typing or legibly printing your response. IN ORDER TO BE CONSIDERED FOR APPOINTMENT, OR REAPPOINTMENT, CANDIDATE MUST COMPLETE AND SIGN THIS APPLICATION.

1. What experience and background do you have which you believe qualifies you for this appointment?

I Farm in The ~~0000~~ District, and I am
The commission of Conkey Branch District.

2. What is your knowledge of the appointed body's operations, property holdings, staff, taxes, and fees?

I Have been ~~on~~ on Drainage District
Boards for 15 Years. I am also Ogden
Township Supervisor

3. Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the appointed body for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

Yes No If yes, please explain:

Robert McMahon
Signature

Date: 8-8-2011

CHAMPAIGN COUNTY APPOINTMENT REQUEST FORM

NAME: WEDNESDAY MEDLEN PHONE 217-893-8201 FAX 217-893-1770

ADDRESS 526 E CHAMPAIGN AVE RANTOUL IL 61866
Street City State Zip Code

TITLE OF APPOINTMENT REQUESTED: COMMUNITY ACTION BOARD MEMBER

BEGINNING DATE OF TERM REQUESTED: AUGUST 2011

ENDING DATE OF TERM REQUESTED: DECEMBER 2013

Champaign County appreciates your interest in serving your community. A clear understanding of your background and philosophies will assist the County Board in establishing your qualifications. Please complete the following questions by typing or legibly printing your response. IN ORDER TO BE CONSIDERED FOR APPOINTMENT, OR REAPPOINTMENT, CANDIDATES MUST COMPLETE AND SIGN APPLICATION.

THE CHAMPAIGN COUNTY BOARD.

1. What experience and background do you have which you believe qualifies you for this appointment/reappointment?

I have worked for Community Plus Federal Credit Union for 4 1/2 years. My main focus is developing effective partnerships for our credit union. I also work with churches, community organizations and schools providing FREE financial education. I really enjoy helping youth and adults learn the importance of saving money and building good credit. I have served on the Rantoul Area Chamber of Commerce board of directors 2007-2010. I am also very active in our Rantoul Rotary Club also serving on their board of directors currently.

2. What do you believe is the role of a trustee/commissioner/board member and how do you envision carrying out the responsibilities of that role?

To work together as a team. Providing valuable feedback and suggestions to help develop and sustain programs for Champaign County residents.

- 3. What is your knowledge of the district/association's operation, specifically property holdings and management, staff, taxes and fees?

I am not familiar with them but I am willing to learn.

- 4. Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the board or commission for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

yes no

If yes, please explain.

- 5. Would you be available to regularly attend the scheduled meetings of board district?

yes no

If no, please explain.

The facts set forth in my application for appointment are true and complete. I understand this application is a document of public record that will be on file in the County Board Office.

Wednesday Muller

Signature

July 22, 2011

Date

CHAMPAIGN COUNTY APPOINTMENT REQUEST FORM
PLEASE TYPE OR PRINT IN BLACK INK

NAME: Dr. Krista Jones

ADDRESS: 104 West Third Street PO Box 25 Broadlands Illinois 61816
Street City State Zip Code

EMAIL: kjones29@illinois.edu **PHONE:** 217-493-9222

Check Box to Have Email Address Redacted on Public Documents

NAME OF APPOINTMENT BODY OR BOARD: Champaign County Board of Health

BEGINNING DATE OF TERM: September 2011 **ENDING DATE:** September 2014

The Champaign County Board appreciates your interest in serving your community. A clear understanding of your background and philosophies will assist the County Board in establishing your qualifications. Please complete the following questions by typing or legibly printing your response. **IN ORDER TO BE CONSIDERED FOR APPOINTMENT, OR REAPPOINTMENT, A CANDIDATE MUST COMPLETE AND SIGN THIS APPLICATION.**

1. What experience and background do you have which you believe qualifies you for this appointment/reappointment?

My name is Dr. Krista Jones and I am a clinical instructor at the University of Illinois College of Nursing. I have been a public health nurse for 18 years and possess a Master's degree in Advanced Community Health Nursing as well as a Master's in Nursing Leadership and Administration. In addition, I possess a Doctorate in Nursing Practice with a focus in Community Health. I am currently employed as a Clinical Instructor at UIC College of Nursing in Urbana. My attached CV demonstrates my extensive leadership and service to this community as a member of many councils and boards aimed at assuring a competent public health workforce and a clear plan for the development of population focused interventions to meet the needs of the citizens of Champaign County.

2. What do you believe is the role of a trustee/commissioner/board member and how do you envision carrying out the responsibilities of that role?

I believe board members are charged with the responsibility of protecting the public's health and safety while promoting the delivery of quality health care to all citizens within the jurisdiction. This responsibility includes assuring the effective and efficient management of all fiscal, material and human resources. I strongly believe that my wealth of experience and expertise in public health promotion, prevention and protection including fiscal and organizational management will both support and complement the abilities of other board members and strengthen the present leadership team. I fully anticipate becoming an active participant in the direction of health care delivery in this community through this role and will fulfill any and all duties assigned with great vigilance to the utmost of my abilities.

Champaign County Appointment Request, Continued Page 2

3. What is your knowledge of the appointed body's operations, specifically property holdings and management, staff, taxes, fees?

I am familiar with the mission of the board of health and understand how services are provided through arrangements with the Champaign Urbana Public Health District. I am also aware of funding mechanisms through federal, state and local grants and the county Health Fund Levy. As a previous coordinator of health services at CUPHD, I was responsible for the dissemination of services through many of these grants. Therefore, I maintain a personal knowledge of the codes, policies and procedures that must be maintained to assure continuation of these funding sources.

4. Can you think of any relationship or other reason that might possibly constitute a conflict of interest if you are selected to serve on the body for which you are applying? (This question is not meant to disqualify you; it is only intended to provide information.)

Yes No If yes, please explain:

I am currently the Village Clerk for the Village of Broadlands. If serving in this role was deemed to be a conflict of interest for a Board of Health appointment, I would be willing to vacate the Village Clerk position.

5. Would you be available to regularly attend the scheduled meeting of the appointed body?

Yes No If no, please explain:

The facts set forth in my application for appointment are true and complete. I understand this application is a document of public record that will be on file in the County Board Office.

Kristin A. Jones
Signature

August 30, 2011
Date

Krista Jones DNP, MSN, ACHN, RN

104 West Third St., Broadlands, IL. 61816 * Cell: 217-493-9222

Email: kjones29@illinois.edu

Education: **University of Illinois College of Nursing**
Urbana, Illinois
Doctorate in Nursing Practice
May 2011

University of Illinois College of Nursing
Urbana, Illinois
Master's in Administrative Nursing and Leadership
May 2009

University of Illinois College of Nursing
Urbana, Illinois
Teaching Certificate in Nursing Education
May 2008

University of Illinois College of Nursing
Urbana, Illinois/Peoria, Illinois
MSN in Advanced Community Health Nursing
May 2007.

Parkland College, Champaign, IL. 2001-2004
Coursework in Early Childhood Education

Lakeview College of Nursing, Danville, IL.
BSN, May 1993

Employment History:

University of Illinois at Chicago College of Nursing
Urbana Region

Clinical Instructor

8-16-07 to present

Course Coordinator NUSC 385

8-16-08 to present

- Classroom instruction of NUSC 385 Population Focused Nursing and NUSC 202 Concepts and Processes in Professional Nursing.
- Clinical Instruction of NUSC 385 and NUSC 390 Leadership and Management. Developed clinical partnerships with 15 area agencies.

Carle Clinic Pediatrics Department

Urbana, IL.

Staff RN

8-1-04 to 8-15-07

- Responsibilities include telephone triage, medication administration, pediatric assessment, procedural care and documentation, and scheduling
- Collaboration with Pediatric Neurologist and Pediatric Gastroenterologist.
- Assisted Department Manager in drafting telephone triage protocols for nurses on Pediatric unit.

Day Care Provider

8-01-00 to 06-30-05

- Responsibilities included daily care of up to 12 children. Preschool education program conducted in collaboration with DCFS and Nutrition for Children Programs.

Champaign Urbana Public Health District,

Champaign, IL.

Maternal Child Health/Prenatal Coordinator

5-1-96 to 8-1-00

- Responsible for Healthy Moms/Healthy Kids and Healthworks grant programs. Responsibilities included maintaining fiscal solvency of these programs; recruiting, supervising and retaining staff of 16; maintaining computer network/software for these programs; quality assurance and program evaluations; serving on numerous community action councils and maintaining ongoing relationship with all local health care facilities; assisting in grant proposals and development; coordinating services/finances/staffing at three satellite offices for two state programs.

Champaign Urbana Public Health District,

Champaign, IL.

Healthy Moms/Healthy Kids Case Manager

3-1-94 to 4-30-96

- Responsibilities included identifying client needs, developing an individualized care plan in conjunction with client, conducting periodic assessments, referring client to area providers, providing on-going follow up, maintaining client records and statistics and keeping abreast of IDPH & IDPA guidelines.

Planned Parenthood of East Central Illinois, Champaign, IL.
Prenatal Nurse
5-93 to 3-1-94

- Primary responsibilities involved performing clinic duties: administering medication, full physical and social assessments, HIV counseling, phlebotomy, and scheduling appointments, case management.

Licensure: Registered Nurse, State of Illinois, #041-276844

Professional Experience: **Relevant Professional Training /Experience**

Sexual Assault Nurse Examiner Training June 2010
Budget and Planning* Cornerstone* Organizational Management*
Healthcare Legislation* Patient Care*Community
Health*Counseling*Health Education*Assessment and
Evaluation*IDPA & IDPH Guidelines*Case Management Training
(Child and Adolescent)*IDPH Substance Abuse Training*Trained
HIV Counselor*Cultural Sensitivity Training*SIDS
Training*Managerial Training-IDPH Institute

Professional Committees: UIC Undergraduate Curriculum Committee 8/08-present
UIC MN-GNP Curriculum Committee 8/08-present
UIC Graduate Admissions & Academic Standards Committee
8/11-present
UIC Honors College Fellow 8/11-present
Urbana School Health Center Advisory Board 8/07-present
Champaign County Senior Wellness Task Force 8/06-present
UIUC Special Populations Advisory Board 8/09-present
Illinois Health Information Exchange Council 8/09-present
Leadership Mentor-Illinois Leadership Center 8/08-present
Faculty Advisor Student Nurses Association 8/08-present
UIC Scholarship/Awards & Recruitment 8/08-5/10

Research & Presentations: *Effect of Social Media Intervention on Chlamydia Incidence
When Compared to No Formalized Internet Instruction-
Manuscript to be submitted for publication to PHN-May 2011

Presented at Midwest Nursing Research Society
Conference-March 2011-Won Honorable Mention

Submitted to Public Health Nursing Journal 8/11

*Schraeder, C., Shelton, P., Fahey, L., Jones, K., & Berger, C. (2011). Theoretical concepts overview. In Schraeder, C., & Shelton, P. (Eds.), Comprehensive care coordination for chronically ill adults. Wiley-Blackwell Publishers. Anticipated Publication October 2011

*Developed Client and Caregiver Education Modules on Depression, Bipolar Disorder & Stress Management for Federal Pilot Program-Money Follows the Person-December 2010

*Provided Consultation to Champaign Urbana Public Health District in the development of IPLAN (Local Needs Assessment) January 2010-present. Publication of findings: Summer 2011

*Developed Care Management Training and Case Studies Tutorial for Training Coordinators in the Money Follows the Person program-October 2010

*Factors Affecting Access to Immunizations in an Asian Campus Community Population-Completed April 2007

Presented at IDPH Immunization Conference-July 2010

*Authored Chronic Care Service Grant outlining needs for services designed to promote senior patient self-management of chronic conditions- Funded by Illinois Department of Aging- May 2007

**Volunteer &
Extra-
Curricular:**

Village Clerk, Village of Broadlands, 2006-present
Trustee, Village of Broadlands, 2002-2006
Public Health Chair, Village of Broadlands, 2003-present

**Professional
Affiliations:**

Illinois Department of Public Health 2007-present
Association of Community Health Nurse Educators 2007-present
Illinois Public Health Association 2007-present
Advancing Public Health Nurse Education 2007-present
Midwest Nursing Research Society 2010-present
Sigma Theta Tau 2010-present

Awards:

Illinois Public Health Association Award of Merit June 2011

UIC Silver Circle Award Winner for Teaching Excellence-May 2011

UIC Dean's Award for Student Achievement in Practice-May 2011

MNRS Poster Presentation-Won Honorable Mention-March 2011

Awards:

Honored as "Outstanding Woman to Know in Central Illinois" by Illini Media Group-April 2010

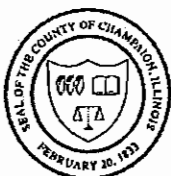
Honored as 1 of Top 40 Business Professionals Under 40 by Central Illinois Business Magazine-October 2009

Recognized as Excellent Teacher by students each semester of instruction at UIUC-Results reported in Daily Illini-8/07-present

Prepared By: E. Boatz

**VACANT POSITIONS LISTED ON DATA BASE
SEPTEMBER 13, 2011**

FUND	DEPT.	POSITION TITLE	HOURLY RATE	REGULAR ANNUAL HOURS	REGULAR ANNUAL SALARY	FY2011 ANNUAL HOURS	FY2011 ANNUAL SALARY
80	28	MAINFRAME PROGRAMMER	\$23.50	1950	\$45,825.00	1957.5	\$46,001.25
80	30	DEPUTY CIRCUIT CLERK	\$14.53	1950	\$28,333.50	1957.5	\$28,442.48
80	30	LEGAL CLERK	\$11.51	1950	\$22,444.50	1957.5	\$22,530.83
80	40	CLERK	\$11.51	1950	\$22,444.50	1957.5	\$22,530.83
80	40	CAPTAIN	\$43.23	2080	\$89,918.40	2088	\$90,284.24
80	40	DEPUTY SHERIFF--PATROL	\$20.82	2080	\$43,305.60	2088	\$43,472.16
80	71	MAINTENANCE WORKER	\$13.55	2080	\$28,184.00	2088	\$28,292.40
80	71	PART-TIME CUSTODIAN	\$10.16	1040	\$10,566.40	1044	\$10,607.04
80	77	ASSOCIATE PLANNER	\$17.66	1950	\$34,437.00	1957.5	\$34,569.45
80	140	DEPUTY SHERIFF--CORRECTIONS	\$18.30	2080	\$38,064.00	2088	\$38,210.40
80	140	DEPUTY SHERIFF--CORRECTIONS	\$18.30	2080	\$38,064.00	2088	\$38,210.40
80	140	DEPUTY SHERIFF--CORRECTIONS	\$18.30	2080	\$38,064.00	2088	\$38,210.40
80	140	DEPUTY SHERIFF--CORRECTIONS	\$18.30	2080	\$38,064.00	2088	\$38,210.40
80	140	SERGEANT - CORRECTIONS	\$31.91	2080	\$66,372.80	2088	\$66,628.08
671	30	LEGAL CLERK	\$11.51	1950	\$22,444.50	1957.5	\$22,530.83
		- TOTAL -	\$283.09		\$566,532.20		\$566,711.18



CHAMPAIGN COUNTY ADMINISTRATIVE SERVICES

1776 EAST WASHINGTON
URBANA, IL 61802
(217) 384-3776
(217) 384-3765 – PHYSICAL PLANT
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(217) 384-3864 – TDD
Website: www.co.champaign.il.us

ADMINISTRATIVE SUPPORT
DATA PROCESSING
MICROGRAPHICS
PURCHASING
PHYSICAL PLANT
SALARY ADMINISTRATION

MEMORANDUM

TO: Carol Ammons, Deputy Chair-Policy, Personnel & Appointments and MEMBERS of the CHAMPAIGN COUNTY BOARD COMMITTEE of the WHOLE

FROM: COUNTY HEALTH INSURANCE COMMITTEE – Astrid Berkson, Stephanie Holderfield, John Farney (AFSCME), Debi Young (AFSCME), Brian Mennenga (FOP), Ed Sexton (FOP), Elizabeth Murphy (Non-Bargaining), Amanda Tucker, Debbie Mennenga & Deb Busey

DATE: September 7, 2011

RE: RECOMMENDATION for EMPLOYEE HEALTH INSURANCE for FY2012

After review and analysis of health insurance plan proposals brought to us through our broker John Malachowski – Gallagher Benefit Services, the 2012 Health Insurance Committee submits the following recommendation for employee health insurance for FY2012:

Health Alliance POS-C500 Plan with Prescription drug benefit of \$15/\$30/\$50.

The plan provided in FY2011 is the Health Alliance POS-C250 with Prescription drug benefit of \$10/\$20/\$40.

There are three primary areas of change from the FY2011 POS-C250 Plan to the FY2012 POS-C500 Plan.

1. Co-Pays for three different services – MRI/CT scans; outpatient surgery/inpatient hospitalization; and maternity care – increase from \$250 in FY2011 to \$500 in FY2012.
2. Annual out-of-pocket maximums increase from \$2,250 for single coverage in 2011 to \$2,500 in 2012; and from \$4,500 for family coverage in 2011 to \$5,000 in 2012.
3. Prescription co-pays increase from \$10/\$20/\$40 in 2011 to \$15/\$30/\$50 in 2012.

With the change from an 80/20 HMO in 2010 to the POS-C250 Plan in 2011, the County absorbed the additional maximum out-of-pocket cost of \$750/employee and up to \$1,000 of the out-of-pocket maximum increase for families by providing reimbursement through a Health Reimbursement Account (HRA) to the affected employee(s). The HRA reimbursement structure also included using the \$750/employee or \$1,000/family for the \$250 co-pays identified under #1 above, even if the out-of-pocket maximums had not yet been reached. The maximum HRA contribution in FY2011 for an employee with single coverage was \$750; and for an employee with family coverage was \$1,000.

With the adoption of the POS-C250 plan in 2011, the County moved towards a health insurance plan that is partially self-funded, through the HRA contribution commitment for the increased co-pays and out-of-pocket maximums. The full potential liability of those co-pays and out-of-pocket maximums in FY2011 is approximately \$500,000. However, based on actual utilization, it is anticipated the County will only be required to pay 15% or approximately \$75,000 towards those expenses. (The *premium* savings achieved by the County in FY2011 by moving from the Health Alliance HMO 80/20 premium to the Health Alliance POS-C250 premium was an annual total of \$375,000. The actual savings when we consider the additional HRA contributions in 2011 is an annual total of \$300,000.)

The Health Insurance Committee recommends the continuation of this approach to health insurance in FY2012, and in fact, recommends expanding the self-funded/HRA contribution portion of the plan by moving to the POS-C500 plan as documented above. The HRA contributions would be increased, to reflect the plan increases, to \$1,000 towards annual out-of-pocket or relevant co-pays for employees with single coverage, and up to \$2,000 towards annual out-of-pocket or relevant co-pays for employees with family coverage. The following chart depicts this increase:

<i>Out-Of-Pocket Maximum Comparisons</i>	HMO 80/20 FY2010	POS- C250 - FY2011	POS- C500 - FY2012
Out-Of-Pocket Maximum - Single	\$1,500	\$2,250	\$2,500
<i>Employer HRA Contribution to Out-Of-Pocket Maximum*</i>	\$0	\$750	\$1,000
Total Out of Pocket Maximum Liability to Employee	\$1,500	\$1,500	\$1,500
Out-Of-Pocket Maximum - Family	\$3,000	\$4,500	\$5,000
<i>Employer HRA Contribution to Out-Of-Pocket Maximum*</i>	\$0	\$1,000	\$2,000
Total Out of Pocket Maximum Liability to Employee	\$3,000	\$3,500	\$3,000

With this approach, we also recommend that the health insurance premium include not only the premium paid to Health Alliance for the basic plan, but also include an anticipated HRA contribution requirement equal to 20% of the total liability. Funding the HRA contribution liability at 20% is an industry standard contribution in the mid range – with 15% considered to be a low HRA contribution; and 25% considered to be a high HRA contribution. We recommend funding the HRA contribution at the mid-range so that the health insurance fund balance should increase in good years, and will insure there is money available in more catastrophic years to cover additional HRA required contributions. Again – these are initial steps

toward moving to a more self-funded approach for the County's Health Insurance program. Based on our recommendation, the premium structure for health insurance in FY2012 is as follows:

FY2012 Health Insurance Premium Recommendation	Single	Family
Health Alliance POS-C500 Monthly Premium	\$540	\$994
County HRA 20% of Liability Contribution	\$18	\$33
Total Monthly Premium	\$558	\$1,027

Our recommendation for premium contributions for the FY2012 health insurance for all General Corporate Fund, Highway Fund, and Animal Control Fund non-bargaining employees is as follows:

	Single Premium		Single \$ Increase	Single % Increase	Family Premium		Family \$ Increase	Family % Increase
	FY2011	FY2012	FY2012	FY2012	FY2011	FY2012	FY2012	FY2012
Employer	\$552.38	\$558.00	\$5.62	1.02%	\$555.50	\$573.00	\$17.50	3.15%
Employee	\$0.00	\$0.00	\$0.00	0.00%	\$456.00	\$454.00	-\$2.00	-0.44%
Total	\$552.38	\$558.00	\$5.62	1.02%	\$1,011.50	\$1,027.00	\$15.50	1.53%

(The decrease in family premium paid by employees in FY2012 is the result of the decrease in premium for the Health Alliance portion of the premium. The employee pays the portion of premium to be paid to Health Alliance; the Employer absorbs the portion of the premium attributable to the HRA contribution.)

The overall increase in cost to the employees with this plan will be the change in co-pays for prescription drug coverage. Based on a review and analysis of current utilization of prescriptions drug co-pays done by our broker, approximately 66% of our members will see an impact of less than \$50/year increase based on the change in drug co-pays; 30% will see an impact of between \$50 and \$250/year increase in drug co-pays; and 4% will see an increase of over \$250/year increase in drug co-pays. In addition, we will include a more aggressive information campaign to our employees regarding the options they have available to them for utilizing generic drugs and generic drug discount programs.

The Regional Planning Commission will set the employer contribution rate for non-bargaining employees.

Premium contributions for the County's bargaining employees will be consistent with current contract language.

RECOMMENDED ACTION:

The Policy, Personnel and Appointments Committee of the Whole recommends to the County Board approval of offering the Health Alliance POS-C500 Plan with Prescription drug benefit of \$15/\$30/\$50 as the health insurance plan provided by the County for all County Employees for FY2012; and the County will provide HRA reimbursement to employees with single coverage at an annual maximum of up to \$1,000/year to cover the single out-of-pocket maximum in excess of \$1,500 or for the \$500 co-

pays for MRI/CT scans, outpatient surgery/inpatient hospitalization, and or maternity care, as those expenses occur throughout the year; and the County will provide HRA reimbursement towards family plan coverage at an annual maximum of up to \$2,000/year to cover the family plan out-of-pocket maximum in excess of \$3,000 or for the \$500 co-pays for MRI/CT scans, outpatient surgery/inpatient hospitalization, and or maternity care, as those expenses occur throughout the year.

The County's contribution for the combined Health Alliance Medical Plans Premium and HRA Contribution for single coverage for FY2012 will be \$558/month, and for family coverage for FY2012 will be \$573/month - for all non-bargaining employees with the exception of the non-bargaining employees of the Champaign County Nursing Home and Regional Planning Commission.

Thank you for your consideration of this recommendation.



CHAMPAIGN COUNTY ADMINISTRATIVE SERVICES

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ADMINISTRATIVE SUPPORT
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MEMORANDUM

TO: Carol Ammons, Deputy Chair-Policy, Personnel & Appointments and MEMBERS of the CHAMPAIGN COUNTY BOARD

FROM: Deb Busey, County Administrator
Debbie Chow, Insurance Specialist

DATE: September 9, 2011

RE: RECOMMENDATIONS FOR VOLUNTARY EMPLOYEE INSURANCE BENEFITS FOR FY2012
- Flexible Spending Accounts, Life, Dental, Optional Life & Voluntary Benefits

Working through the County's Broker – Gallagher Benefit Services – the County has received renewal proposals for the County's voluntary employee insurance benefits plans.

The renewal proposals received include the following for the period December 1, 2011 to November 30, 2012.

FLEXIBLE SPENDING ACCOUNT LIMITS

In 2010 the maximum amount an employee may set aside in a medical expense Flexible Spending Account was increased from \$2,500 to \$3,600 annually. Several employees took advantage of this increase. We recommend that the maximum remain at \$3,600 for FY12.

FLEXIBLE SPENDING ACCOUNT/HEALTH REIMBURSEMENT ACCOUNT ADMINISTRATION

The following recommendation is for third party administration of the county's flexible spending and health reimbursement accounts. Benefit Planning Consultants (BPC) is a local company, which has been in business in Champaign County for over 25 years. BPC has an excellent reputation with numerous local clients. BPC is the current third party administrator of the county's flexible spending accounts and health reimbursement accounts and has not increased their fees for administration of this plan the past four years.

We recommend approval of a contract with Benefit Planning Consultants as the county's third party administrator for flexible spending and health reimbursement accounts.

EMPLOYER PROVIDED LIFE INSURANCE

Lincoln Financial Group provided the county with a two year rate guarantee. This recommendation is for the first year of the two year rate guarantee. We recommend renewal of the life insurance benefit program through Lincoln Financial Group.

EMPLOYEE PAID OPTIONAL LIFE INSURANCE

We recommend the following be offered to county employees for FY2012:

1. Optional Term Life insurance through Lincoln Financial Group – premiums to be paid by the employee.
2. Optional Universal Life insurance through AllState Insurance Company – premiums to be paid by the employee.

EMPLOYEE PAID OPTIONAL VOLUNTARY INSURANCE

We recommend the following be offered to county employees for FY2012:

1. Voluntary Group Accident insurance through AllState Insurance Company – premiums to be paid by the employee.
2. Voluntary Group Cancer insurance through AllState Insurance Company – premiums to be paid by the employee.

EMPLOYEE PAID DENTAL INSURANCE – January 1, 2011 to December 31, 2012

Delta Dental offered a two year rate guarantee, an enhanced benefit structure and enhanced dentist network. We recommend that the dental insurance provider be Delta Dental for the policy period January 1, 2011 to December 31, 2012. *(second year of two year rate guarantee)*

RECOMMENDED ACTION:

Policy, Personnel & Appointments recommends to the County Board approval of voluntary employee insurance benefits for the period December 1, 2011 to November 30, 2012 as follows:

1. Flexible Spending Account Limit – maximum annual limit of \$3,600
2. Flexible Spending Account/Health Reimbursement Account Administration – approval of contract with Benefit Planning Consultants, Inc. as the county's third party administrator for flexible spending and health reimbursement accounts for the plan year December 1, 2011 to November 30, 2012 at a rate of \$4.80/flexible spending account participant/month and a rate of \$5.50/health reimbursement account participant/month, anticipated annual cost of \$40,000.
3. Renewal of the life insurance benefit program through Lincoln Financial Group for the period December 1, 2011 to November 30, 2012 at a rate of \$.14 per \$1,000 of coverage per employee per month, anticipated cost of \$24,000.

4. **Optional Life Insurance**
Optional Term Life insurance through Lincoln Financial Group – premiums to be paid by the employee.
Optional Universal Life insurance through Allstate Insurance Company – premiums to be paid by the employee.
5. **Optional Voluntary Insurance**
Voluntary Group Accident insurance through Allstate Insurance Company – premiums to be paid by the employee.
Voluntary Group Cancer insurance through Allstate Insurance Company – premiums to be paid by the employee.
6. Approval of the dental insurance benefit program through Delta Dental Insurance Company for the *policy period January 1, 2011 to December 31, 2012*. The entire premium is paid by the employee.

Delta Dental PPO MONTHLY

Single	\$14.52
Employee + child(ren)	\$41.22
Employee + spouse	\$29.04
Family	\$65.66

Delta Dental Premier MONTHLY

Single	\$25.14
Employee + child(ren)	\$50.64
Employee + spouse	\$50.26
Family	\$93.64

Thank you for your consideration of the Employee Benefits Package for FY2012. We will be present at your meeting to further address questions or concerns you may have.

attachments



Gordy Hulten
Champaign County Clerk
Champaign County, Illinois

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COUNTY CLERK
MONTHLY REPORT
AUGUST
2011

Liquor Licenses & Permits	10.00
Marriage License	1,995.00
Interests	23.12
State Reimbursements	-
Vital Clerk Fees	18,393.75
Tax Clerk Fees	3,366.40
Civil Union Licenses	135
Refunds of Overpayments	19.00
TOTAL	23,942.27
Additional Clerk Fees	2,866.00