

CHAMPAIGN COUNTY LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE AGENDA

Tuesday, September 1, 2026 – 3:00 p.m.

Shields-Carter Meeting Room

Bennett Administrative Center

102 E. Main St, Urbana, Illinois

Committee Members:

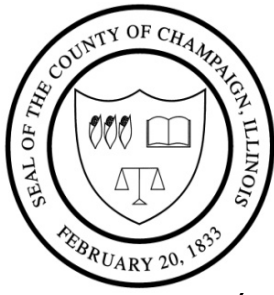
Andrew Bequette, Suzanne Brock, Jon Cagle, Bobbie Jo Johnson, Bernard Joiner, Micah McMahon (Co-Chair), Deshonna Matthew (Co-Chair), John Naese, Tami Ogden, Randall Plankenhorn, Jennifer Sims, Steve Summers, Beth Vanichtheeranont, Travis Wilson, Travis Woodcock, and Malinda Zellers

Alternates:

Aaron Borden, Michelle Jett, Jilmala Rogers, and Janae Wisehart

AGENDA

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes – August 4, 2026 Page 1-4
- IV. Renewal Options (*discussion only*)
- V. Approve 2027 Calendar of Meetings Page 5
- VI. Other Business
- VII. Next Meeting – September 15, 2026
- VIII. Adjournment



CHAMPAIGN COUNTY LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE

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7 **MINUTES –** *Subject to Approval*

8 **DATE:** Tuesday, August 4, 2026

9 **TIME:** 3:00 p.m.

10 **PLACE:** Shields-Carter Meeting Room

11 Bennett Administrative Center

12 102 E. Main St., Urbana, IL 61801

13

14 **Members Present:**

15 Michelle Jett, Bobbie Jo Johnson, Bernard Joiner, Deshonna Matthew (Co-Chair), Micah
16 McMahon (Co-Chair), Tami Ogden, Jennifer Sims, Janae Wisehart, Travis Woodcock

17 **Members Absent:**

18 Andrew Bequette, Aaron Borden, Suzanne Brock, Jon Cagle, John Naese, Randall
19 Plankenhorn, Jilmala Rogers, Steve Summers, Beth Vanichtheeranont, Travis Wilson,
20 Malinda Zellers

21 **County Staff:**

22 Briana Farrar (recording secretary)

23 **Others Present:**

24 Kayte Walls (USI), Jon Rector (USI), Jason Jared (USI)

25 **AGENDA**

26 **I. Call to Order**

27

28 Co-Chair Matthew called the meeting to order at 3:01 p.m.

29

30 **II. Roll Call**

31

32 Roll call was taken and a quorum was declared present.

33

34 **III. Nomination and vote for open FOP position.**

35

36 **MOTION** by Co-Chair McMahon to nominate Malinda Zellers to open FOP
37 position; seconded by Ms. Sims. Upon vote, **MOTION CARRIED**
38 unanimously.

39
40
41 **IV. Approval of Minutes – July 21, 2026**
42

43 **MOTION** to approve the minutes of July 21, 2026 by Ms. Jett; seconded by
44 Ms. Wisehart. Upon vote, **MOTION CARRIED** unanimously.
45

46 **V. Presentation by USI – Group Benefits Renewal Report**
47

48 Mr. Jared reviewed the County's risk profile through June 2026, noting it is
49 more relevant now that BCBS has submitted a projected renewal increase. He
50 explained that although premiums were raised at the start of 2026 and claims
51 per employee per year (PEPY) are trending downward, this is not a typical
52 year where such trends would strengthen renewal negotiations. Ms. Jett
53 asked for a reasonable estimate of what USI could negotiate the renewal
54 down to, and Mr. Jared provided an approximation.
55

56 Mr. Jared reported that USI hopes additional carriers will bid, noting that
57 UnitedHealthcare is active in the region. USI reviewed the bid timeline and is
58 seeking a competitive fully-insured bid from another carrier. They do not
59 expect self-funded numbers by August 18, 2026, and requested that the
60 meeting be cancelled. USI remains confident that self-funded numbers will be
61 more favorable than BCBS's proposed fully-insured increase.
62

63 Co-Chair McMahon asked whether management and the County Board are
64 considering self-funding. Ms. Jett responded that discussions are preliminary
65 and the committee needs actual numbers. She confirmed that the Board is
66 open to any option that improves affordability. Co-Chair McMahon asked
67 when self-funded numbers would be available, noting that transitioning to
68 self-funding would require significant discussion with unions. He also
69 referenced the committee's October timeline for recommendations. Mr. Jared
70 stated that carriers require at least eight months of data, and preferably nine.
71

72 Ms. Jett stated that the most practical approach is to negotiate fully-insured
73 rates as low as possible for 2027 while still reviewing self-funded options. She
74 expressed concern about rushing a transition to self-funding.
75

76 Mr. Jared explained that a move to self-funding would not change the
77 employee experience or plan design. Ms. Jett added that the County would
78 benefit from a full year of planning fund reallocations before any transition.
79 Labor inquired about eligible versus enrolled employees, expressing concern
80 that the County may be missing an opportunity to lower premiums. Ms. Jett
81 noted that the committee could consider automatic enrollment unless
82 employees provide proof of other coverage, similar to the University of

Champaign County Labor and Management Health Insurance Committee Minutes
Tuesday, August 4, 2026

Illinois. Co-Chair McMahon asked whether automatic enrollment is permissible when employees pay for coverage, and Ms. Jett confirmed that it is. Ms. Jett reiterated that making the family plan more affordable is a key goal. She noted that many spouses have access to employer coverage and that the County's family plan is often the least affordable option. Co-Chair McMahon agreed. Co-Chair Matthew added that employees frequently drop spouses and only enroll newborns due to cost.

Ms. Jett emphasized that if USI negotiates the renewal rate down, the committee should accept it and avoid significant changes this year. She recommended starting discussions early in 2027 to further explore self-funding, review classification groups, and evaluate premium structures.

Co-Chair McMahon expressed concern about communicating any increase to employees, who are already facing higher premiums and rising costs. Co-Chair Matthew encouraged attendance at open enrollment meetings, though noted historically low turnout. Co-Chair McMahon expressed willingness to work with management to improve outreach. Ms. Johnson raised concerns about inconsistent communication within the courthouse and asked if emails would go directly to employees, which Co-Chair Matthew confirmed.

The committee discussed outreach approaches and materials. Mr. Jared outlined how USI can assist with outreach efforts. Ms. Walls described the informational materials available for open enrollment and will bring examples to the September 1, 2026, meeting.

VI. Other Business

Ms. Ogden asked whether additional meetings should be scheduled since the current timeline ends on September 1, 2026. Ms. Jett confirmed the committee will meet on September 1 and asked what to expect. Mr. Jared responded that USI is sending out requests for quotes and expects carrier responses by August 24, 2026. At the September 1 meeting, USI anticipates having fully insured updates, a renegotiated number from BCBS (if available), preliminary self-funded numbers, and examples of open enrollment materials. If renegotiated BCBS numbers are not yet received, USI will inform the committee.

Ms. Jett asked what decisions the committee will need to make on September 1 and whether more meetings should be scheduled. Co-Chair Matthew recommended holding at least one additional meeting and scheduled it for Tuesday, September 15, 2026 at 3:00 p.m. Ms. Jett asked if more meetings beyond that would be necessary to allow time for BCBS negotiations or for

Champaign County Labor and Management Health Insurance Committee Minutes
Tuesday, August 4, 2026

reviewing a quote from another carrier. Mr. Jared clarified that the goal is to have all key information before the September 1 meeting.

Co-Chair Matthew asked if additional meetings needed to be scheduled beyond September 15, 2026, and suggested doing so to ensure additional meetings. Additional meetings were scheduled weekly through the end of September, in case they are needed.

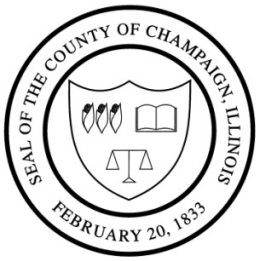
Co-Chair McMahon asked if the committee should schedule through October due to the self-insured option. Ms. Jett recommended meeting on September 15 and reassessing at that time. She suggested postponing detailed self-funded discussions until January because of open enrollment.

VII. Next Meeting – August 18, 2026

Co-Chair Matthew stated that the next meeting will be September 1, 2026, at 3:00 p.m.

VIII. Adjournment

Co-Chair Matthew adjourned the meeting at 3:49 p.m.



**CHAMPAIGN COUNTY
LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE**

2027 MEETING SCHEDULE

January 19, 2027

March 16, 2027

May 18, 2027

July 6, 2027

July 20, 2027

August 3, 2027

August 10, 2027

August 17, 2027

August 24, 2027

August 31, 2027

September 7, 2027 – if needed