

**Troy Township
Health Insurance Committee Meeting Notes
Wednesday, November 7, 2012
6:00 p.m.**

Committee Chairman Brett Wheeler called the meeting to order at 6:00 p.m.

The Pledge of Allegiance was led by Steve Orlando.

In attendance were:

Supervisor Joseph D. Baltz	Trustee Brett Wheeler (Chairman)
Assessor Kim Anderson	Collector Kristin Ethridge
Administrator Jennifer Dylik (acting as Secretary)	

Steve Orlando from the Candos Agency and Trustee Larry Ryan were also present.

Chairman Wheeler asked for any citizen comments. After asking three times, Chairman Wheeler asked Supervisor Baltz to comment on the employee meetings held regarding the Health Reimbursement Arrangement (HRA) plan.

Supervisor Baltz complimented the committee on their suggestion to hold the employee meetings. A meeting was held with all employees who participate in the insurance to gather their feedback. Supervisor Baltz thanked Steve Orlando for conducting the meeting and also thanked Assessor Anderson and Administrator Dylik for their participation.

Mr. Orlando commented that during the employee meeting he gave a general overview of the plan, reviewed the concept of the reimbursement and discussed the method of how an employee gets the funds promised via a debit card. Mr. Orlando reported that the employees seemed to understand the concept and were asked to review the HRA plan for a few days. Employees were asked to report back to their supervisor with any concerns or questions.

Administrator Dylik reported that she followed up with each supervisor and no concerns were reported back. The general comments reported back were that the employees understood the plan and understood that it would reduce their annual financial obligation. Employees seemed generally pleased with this plan option.

Assessor Anderson concurred and felt that the employee meeting was very informative and well explained. Employees felt that the new HRA plan was a positive move for both the employee and the township.

Supervisor Baltz asked Mr. Orlando to review the potential savings for the Township. Mr. Orlando summarized that savings will vary based on usage but that he would expect the Township to realize a savings of somewhere between \$7,000.00 and \$11,000.00 for the year 2013; which is based on an estimated usage of 40% to 60%.

Trustee Larry Ryan asked if the industry as a whole was starting to move towards the HRA plan. Mr. Orlando commented that the reimbursement concept has been around for about 20 years but with the advent of FSA accounts about nine years ago they have become much more popular.

Supervisor Baltz recapped that with the insurance carrier change from Blue Cross Blue Shield to Humana on July 1, 2012 the Township realized an approximate premium reduction of 37%.

Trustee Ryan asked if the employees were still fine with the change from BCBS to Humana. Supervisor Baltz confirmed that there were no lingering concerns with regards to the change from BCBS.

Supervisor Baltz commented that after careful consideration by the Committee and after weighing the feedback from the employees, he recommends that the Health Insurance Committee make a recommendation to the Township Board that the Township move forward with switching health plans to the Health Reimbursement Arrangement (HRA) effective January 1, 2013.

Supervisor Baltz motioned; seconded by Collector Ethridge that the Health Insurance Committee recommend to the Township Board that effective January 1, 2013 Troy Township eliminate the traditional PPO and HMO plan offerings for health insurance and replace them with one offering:

Humana ChoicePOS 08 Illinois 100/70 Coinsurance Plan including a Health Reimbursement Arrangement (HRA) where the Township will pay the first \$2,000.00 of an individual's \$3,000.00 deductible or the first \$4,000.00 of a family's \$6,000.00 deductible. Motion carried.

Chairman Wheeler asked for any new business.

Supervisor Baltz asked for the committee to have a follow up meeting with employees after three months on the plan to ensure that things are going smoothly. Mr. Orlando confirmed that additional changes can be made at the July 1st renewal if necessary.

Supervisor Baltz asked for a formal report as to what savings have already been recognized and what can be expected in the future with the HRA change.

Motion made by Collector Ethridge; seconded by Assessor Anderson to adjourn the committee meeting at 6:15 p.m. Motion carried.



Submitted by:
Jennifer Dylik
Secretary