

**Troy Township  
Health Insurance Committee Meeting Notes  
Wednesday, July 17, 2013  
5:30 p.m.**

Committee Chairman Brett Wheeler called the meeting to order at 5:30 p.m.

The Pledge of Allegiance was led by Supervisor Joseph Baltz.

In attendance were:

Supervisor Joseph D. Baltz	Trustee Brett Wheeler (Chairman)
Assessor Kim Anderson	Collector Kristin Ethridge (Arrived at 5:38 p.m.)
Administrator Jennifer Dylak (acting as Secretary)	

Steve Orlando from the Candos Agency was present.

Supervisor Baltz noted for Chairman Wheeler that no citizen or guests were present therefore there would be no citizen comments.

Chairman Wheeler asked Steve Orlando to explain the early renewal offered by Humana Health Plans.

Mr. Orlando distributed the early renewal offer received from Humana and explained that the offer is in response to changes anticipated as a result of the Affordable Care Act and the Community Ratings portion of the Act which applies to businesses with less than 50 lives. Humana has taken a pro-active approach and is offering early renewals to their smaller clients due to the fact that insurance rates are expected to increase significantly for some groups after January 1, 2014. Humana's theory is to take an early renewal at a lesser increase and starve off the significant increase for a few more months.

Humana has offered Troy Township a December 1, 2013, renewal date that would have an expected premium increase of between 3% and 13%. Humana's estimate for a regular July 1, 2014, renewal is a premium increase of between 5% and 15%.

Discussion was had about the Community Rating process and what it means in general to insurance premiums.

Mr. Orlando confirmed that the estimate of a 5% to 15% increase at the July 1, 2014, renewal is not guaranteed by Humana. Mr. Orlando reminded that starting January 1, 2014, insurance carriers can no longer use a group's medical history to determine premium. The carrier will only be able to use age, smoking and geography factors when determining premium. Clerk Ethridge arrives.

Supervisor Baltz asked for a summary of what changes had been made to the Township's health insurance.

In July of 2012 Troy Township switched its insurance from Blue Cross Blue Shield to Humana. The plans offered at that time were a HMO plan and a PPO plan.

In January of 2013 Troy Township started offering a HRA plan to assist employees in paying their deductibles.

In March of 2013 Troy Township eliminated offering the HMO Plan and started offering only a high deductible PPO plan where the employee has 100% in-network coverage after satisfying the deductible.

In March of 2013 Troy Township increased the reimbursement amount offered through the HRA to correspond with the high deductible PPO plan.

The carrier change from Blue Cross to Blue Shield was approved by the Board in May of 2012. The HRA and high deductible PPO plan change was approved by the Board for the 2013 calendar year in November of 2012.

Mr. Orlando recommended that Troy Township not accept the December early renewal with Humana and leave the plan with its regular renewal date of July 1, 2014.

Motion made by Supervisor Baltz; seconded by Assessor Anderson to not make any changes to the renewal date of the Township's health insurance plan. Motion carried.

Chairman Wheeler will report the committee's findings to the Board at their next meeting scheduled for July 22, 2013.

Chairman Wheeler noted that the committee should meet again in January or February of 2014 to review the July 1, 2014, renewal options.

Motion made by Collector Ethridge; seconded by Assessor Anderson to adjourn the committee meeting at 5:48 p.m. Motion carried.

Submitted by:  
Jennifer Dylik  
Secretary

