

**Elk Grove Township
Committee of the Whole Meeting
Elk Grove Township Hall, 2400 S. Arlington Heights Road, Arlington Heights IL
October 13, 2018**

MINUTES

- I. Call to Order: Supervisor Sweeney called the meeting to order at 9:31 a.m.
- II. Roll Call: Trustees Satern, Niewiardowski, Keenley and Supervisor Sweeney – Present. Trustee Ingrassia – Absent. In Attendance: Administrator Pioch, Assessor Carosielli and Highway Commissioner Niewiardowski.
- III. Public Comment: None
- IV. 2019 Township Employee Health Plan. Supervisor Sweeney reminded the Trustees that the purpose of the Special Meeting was to discuss the 2019 Township employee healthcare insurance information that was provided by the Township’s insurance broker at the September Regular Board Meeting and to come to a consensus regarding the 2019 plan. Supervisor Sweeney distributed a sheet detailing Township healthcare insurance costs and trends from 2010 to 2018. He pointed out that in 2011 the Township moved from a traditional healthcare plan to a high deductible plan combined with a Township funded HSA plan. The change saved the Township approximately \$26,000 in 2011. Since then increasing insurance costs had reduced the total savings since 2011 to \$10,540. Supervisor Sweeney stated that even though the projected 2019 premium costs will decline from 2018, he believes that the long term trend is rising healthcare insurance costs. He stated that he strongly feels the Township needs to be better prepared for dealing with these increasing costs and suggested that the Board establish procedures and parameters to guide future discussions and decisions. Supervisor Sweeney proposed that 2016, with its healthcare cost of \$210,441, be established as the benchmark year for Board. He choose 2016 because the employee count (19) and type of healthcare insurance was the same in 2016 as today. He further proposed that for 2019 the Township would agree to cover employee healthcare insurance costs equal to the 2016 benchmark year costs plus a 3% increase ($\$210,441 + \$6,313.23 = \$216,754.23$). Starting in 2020 the cost covered by the Township would be the previous year’s cost plus the 3% increase. Healthcare insurance costs that exceeded the Township dollar amount (previous year + 3%) would be borne by the employees. If the total insurance cost is less than the Townships committed dollar amount, the difference would be reserved to help offset future increases that are borne by the employees. There would be no changes to the HSA contributions unless the Board deemed it necessary. For 2019 Supervisor Sweeney proposed that healthcare insurance Option #1 be chosen. Under Option #1 the employees would have two options – S534PPO Silver and S507OPT Silver (Blue). He suggested that the Township’s HSA contributions for 2019 be unchanged from 2018. Under this proposal the total additional average cost to employees would be approximately \$1,500.

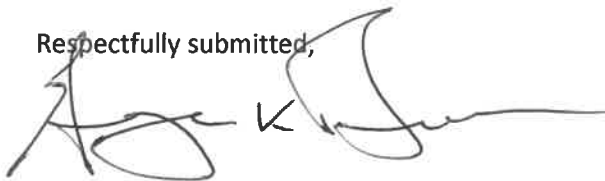
Trustee Satern suggested considering a reduction in the HSA contribution instead of raising the premium costs. Assessor Carosielli asked if there would be an additional cost if the Township implemented the Renewal Option with three policy options – G535PPO Gold, S534PPO Silver and S507OPT. She stated that she favored offering more options to the employees as long as it didn’t dramatically raise costs. The board discussed the idea of reducing the HSA contribution instead

of raising premiums. Regarding the Renewal Option (three policy offerings), Supervisor Sweeney stated that the additional cost for this plan versus Option #1 (two policy offerings) would be approximately \$4,500 or \$237 per employee.

Supervisor Sweeney stated that while he had stated his preference regarding the plan for 2019, he was open to any option the Board wanted to pursue. However, he strongly felt that the Board needs to agree to establish procedures/parameters to guide future discussions and decisions. He feels the current process is helter skelter and is highly inefficient. After further discussion the Board consensus was to have Supervisor Sweeney compile a spread sheet detailing the benefits and costs of the various plan configurations that were discussed. After the Trustees had some time to review the spread sheet a second committee of the whole meeting should be held. Supervisor Sweeney stated that he would email a spread sheet shortly and asked Administrator Pioch to coordinate the setting of a meeting date with the Trustees.

- V. Adjourn: There being no further business, a motion to adjourn was made by Trustee Satern and seconded by Trustee Niewiardowski. *The motion was carried by voice vote.* The meeting was adjourned at 10:40 a.m.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "George K. Busse", written over a horizontal line.

George K. Busse
Elk Grove Township Clerk