

Insurance

January 15, 2014

3:00 p.m.

Meeting was called to order with the following in attendance: Alderman Thomas, Alderman Hopkins, Alderman Notheisen, Shawn Kennedy, Tim Birk, Jason Goff, Tom Wetzler, Steve Hoffmann, Andre Phillips, Jeff Prosize, Trin Daws, Bill Wirth, and Lee Bradley from IBEW.

1. Petitions by Citizens on Non-Agenda Items. None.
2. Approval of 11-7-13 meeting minutes. After review, Alderman Notheisen made a motion to approve, seconded by Alderman Hopkins. Motion passed unanimously.
3. Voluntary Insurance Coverage. Shawn Kennedy asked the employees if they would be interested in hearing about voluntary insurance coverage that is similar to AFLAC policies, however, these offered by Family Heritage have a return of premium after a specified time if coverage is not used. The employee's seemed interested in having an employee meeting where a presentation on this type of coverage could be explained by the agent.
4. Health Insurance. Bill Wirth gave historical information on the health insurance premiums the past ten years. He also stated that has provided some sample alternative plans that would help ease the pain of premiums under the Affordable Care Act. He also stated that with our current plan and the probable increases in premiums on this plan would subject the City to the Cadillac Plan Tax under ACA, which can be a costly issue. He then explained that with the ACA things are changing with all plans. For example, dependents are now covered up to age 26, which is an added benefit and added cost. Another example is that preventive care visits no longer have a co-pay and are covered 100%, there are expenses related to that change. There are taxes and fees that are now included as part of the ACA. As for other types of plans, he explained the Health Savings Account and the Health Reimbursement Arrangement. These are just two options. Other options would be looking at funding status changes or looking at eligibility (how many employees have spouses with other coverage available to them?).

After considerable discussion on Health Savings Accounts and Health Reimbursement Arrangements it was decided to have an employee meeting where Bill could explain both types of plans and then employees could give feedback to their representatives. We will schedule employee meetings for January at 11:00 a.m. and 3:00 p.m. The union representatives indicated that their biggest concern would be the coverage and out of pocket max's.

Self Insured was discussed briefly amongst the aldermen. A self insured plan is still subject to the Cadillac Plan Tax.

5. Equipment Breakdown Insurance Coverage. Shawn stated that she received a letter from IMLRMA regarding Equipment Breakdown Insurance Coverage. If we would like a quote, which most likely would take the place of the Boiler & Machinery coverage, we need to complete their questionnaire. The committee would like to complete the questionnaire and see what the quote is from IMLRMA.

Motion to adjourn made by Alderman Notheisen, seconded by Alderman Hopkins. Motion passed unanimously. Meeting adjourned at 5:30 p.m.