

Insurance
May 12, 2014
2:30 p.m.

Meeting was called to order with the following in attendance: Alderman Thomas, Alderman Hopkins, Alderman Notheisen, Alderman Heller, Perry Schlemmer, Tim Birk, Shawn Kennedy, Trin Daws, Jeff Prosise, Steve Hoffmann, Andre Phillips, Jason Goff and Tom Wetzler.

1. Petitions by Citizens on Non-Agenda Items. None.
2. Approval of 2-12-14 meeting minutes. After review, Alderman Notheisen made a motion to approve, seconded by Alderman Heller. Motion passed unanimously.
3. Health Insurance. Alderman Thomas stated that this meeting was to update the committee on where we are at currently. He stated that we could not find anyone to cover us on reinsurance, therefore, we can't do self-insurance this year. The renewal rate from Coventry is 12.8%, with 3.9% being ACA fees. He then asked the committee if anyone had any ideas. A committee member asked if there was a reason we could not do self-insurance. Alderman Thomas answered with the comment that he was told there were issues within the group that could be claims that would come through in the next year and self insurance would not be the right direction for the City at this time. Another committee member asked if we could combine with another group. There was discussion that we looked at this several years ago, and there was no cost savings back then. Jason Goff stated that they recently had a union meeting where the health insurance was discussed and everyone was happy with what they have now. He stated that insurance is key to them, however, the rates keep increasing and it is always a battle. Jason suggested that we get quotes from other insurance companies. The group did discuss self-insurance and feels that we should look at self-insurance again in the future. Alderman Thomas stated that the City would need help from the insurance committee union members to help facilitate the applications that would need to be completed by all employees to get insurance quotes. Jason then commented that he thought Blue Cross Blue Shield had a stronger network in St. Louis. Alderman Notheisen asked the committee about spouses that are on the City's insurance plan that have opportunities to insure themselves elsewhere and if we need to address this or should we address this. The committee members stated that the problem is that these things need to be negotiated. The committee members stated that they know some people are double insured. A comment was made that the family employees get a way better benefit than the single employees. Alderman Thomas then asked if there were any ideas on how we can try to control the costs. He stated that he has asked Bill Wirth to come up with some ideas that would mirror what we have, and stated that he knew out of pocket maximums were a big issue. He then asked if the group was open to hearing some ideas. Perry Schlemmer stated that he didn't think we would find a similar plan with other insurance carriers and then mentioned the Cadillac plan tax with ACA. Alderman Thomas stated that he would be coming back with ideas. Alderman Notheisen questioned if we should put all salaries and insurance into one pot and decide how we divide up, which would probably result in negative salary increases. Alderman Heller stated that everyone looks at health insurance from a personal standpoint. Alderman Notheisen made a motion to accept the quote for fiscal year July 1, seconded by Alderman Heller. Motion passes unanimously. Alderman Notheisen made a motion to research to find an alternative plan. No second or vote on motion. Alderman Thomas then stated that the next insurance meeting would be with just the aldermen to make sure we were on the same page, and then we would have another insurance meeting with the entire committee.

Motion to adjourn made by Alderman Hopkins, seconded by Alderman Heller. Motion passed unanimously. Meeting adjourned at 3:30 p.m.