

**HEALTH CARE COMMITTEE  
SHERIFF'S CONFERENCE ROOM  
WEDNESDAY, FEBRUARY 9, 2022  
3:00 PM  
MINUTES**

1. **Call to Order.** – Called to order at 3:00.

2. **Roll Call.** – Melissa Andrews (ch), Lisa Jording (vc), John Krug, Matt Noar, Paul Wilkins, Cayla Comens, Chuck Nagel, Marshall Smith, Janet Gibbs, J.T. Gentes. Doug Mullen was excused, and Jonathan Schertz was absent. County Clerk Dawn Kupfer and Jason Boothe with SRM were also present.

3. **Approval of Minutes**

a. Approval of December 15, 2021 Minutes

Motion to approve the December 15, 2021 minutes as submitted made by Cayla Comens, seconded by J. T. Gentes. Motion to approve as submitted carried.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund:	\$ 749,293.68
Health Care Plan Fund:	<u>\$ 16,596.64</u>
Total of Fund:	\$ 765,890.32

6. **Appointments** - None

7. **Old Business** - None

8. **New Business**

a. Discussion and selection of 2022 COBRA/IMRF Retiree Rates Effective April 1, 2022

Option 1: Traditional 2-Tier Plan (Single or Family)

Option 2: Alternative 4-Tier Plan (Single, Single+Spouse, Single+Children, or Family)

In the past, we have always had the 2-tier plan (single or family) but last year we discussed the possibility of a 4-tier plan. Employees can opt to continue coverage with the Woodford County Health Care Plan upon termination or retirement. Terminated employees can continue coverage for up to 18 months while retirees can remain on coverage until they reach Medicare eligibility. COBRA rates for 2022 are calculated based on 2021 plan costs. The County does not match any portion of the COBRA premiums. We currently do not have any terminated employees on COBRA, but we do have four retirees on the COBRA continuation of coverage. Three of them have single coverage and one is paying the family rate even though only the employee and spouse are covered. The single rate for the 2-tier option would be \$853.39 per month while the single rate on the 4-tier plan would be \$902.62. If we were to adopt the 4-tier plan, the single retirees would pay more while the 4-tier plan would only be beneficial to one of the four retirees. We can adopt one of these options this year and re-evaluate annually, however, we would not want to flip-flop back and forth from year to year. We could adopt the 4-tier plan and modify the cost of the single rate, but the County would be subsidizing the plan since the rates are based on previous year plan costs. There are usually 3 to 5 retirees on COBRA per year and very seldom do terminated employees go on COBRA as they can get more affordable coverage on the market place. Motion for selection of Option 1: Traditional 2-Tier Plan, made by J. T. Gentes, seconded by Lisa Jording. Motion carried. This will be forwarded to the full County Board for their approval.

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**9. Claims Appeal – None**

**10. Other**

a. County Board Action Follow-up (Monthly item)

The selection of increasing the Symetra Stop Loss Limit from \$20,000 to \$30,000 with 0% Symetra premium increase was forwarded to the full County Board in December and approved.

b. Monthly Update/Quarterly Report from Snedeker's

Snedeker's office provided the Year-End 2021 Plan Performance Report along with the 2022 report thru January 2022. The 2021 plan year has been the worst so far with claims costs exceeding \$2.5 million (average years are typically \$1.5 - \$1.7 million per year). There was a net loss to reserves of approximately \$93,600. Considering how tough the year was, this is not that bad. The 2022 report (January only) shows a net gain of \$11,416.08. The stop loss reimbursements on the 2022 report of \$40,361 represents claims paid last year that Symetra has reimbursed to us in January 2022.

**11. Executive Session (if necessary) - None**

**12. Any Action Coming Out of Executive Session - None**

**13. Announce Next Meeting Date**

a. Next meeting will be March 9, 2022.

**14. Adjournment**

Motion to adjourn at 3:35 made by Chuck Nagel, seconded by Paul Wilkins. Motion carried.

Melissa Andrews 3/9/2022  
Melissa Andrews, Chairman of the Health Care Committee