



Benefits Advisory Committee

Wednesday, September 20, 2017

9:00 AM

Room 200, Northern Building

305 E. Walnut Street

NOTICE IS HEREBY GIVEN THAT THE COMMITTEE MAY TAKE ACTION ON ANY ITEM ON THE AGENDA.

1. Call meeting to order
2. Roll Call
3. Approve/Modify agenda
4. Approve/Modify Minutes of August 16, 2017
5. Report – Plan Performance for August
6. Report – Budgeting and Current Deficit
7. Recommendations

Budgeting & Oversight

- a. Discuss/Take Action on recommendation to use data provided by M3 and the actuary when developing the healthcare budget.
- b. Discuss/Take Action on recommendation to have the Administration Committee and/or Executive Committee request to be provided with monthly reports regarding the performance of the healthcare plan. (Plan performance summary provided by M3 and G/L budget spreadsheet)

Healthcare Plan Funding

- a. Discuss/Take Action on recommendation raising premiums 18-19% as recommended by M3
- b. Discuss/Take Action on recommendation to keep contribution percentages structure the same (Based on PHA) (12% Weighted Avg. Employee//88% Employer).

Healthcare Plan Design

- a. Discuss/Take Action on Spousal Surcharge Option
- b. Discuss/Take Action on Spousal Carve-Out Option
- c. Discuss/Take Action on recommendation requiring spouses that are offered healthcare through their employer to take it before being eligible for the County's health insurance plan.
- d. Discuss/Take Action on offering a true high-deductible plan
- e. Discuss/Take Action on offering a narrow network plan
- f. Discuss/Take Action on PHA Standards
- g. Discuss/Take Action on Wellness Initiatives/Programs

Salary Recommendations

- a. Discuss/ Take Action on any salary, wage increase, or performance pay recommendations.

Other

- a. Discuss/Take Action on any other pertinent recommendations that fall under the role of the Benefits Advisory Committee.

8. Review and Approve Recommendations to be made to the Administration and Executive Committees.

9. Set date of the next Benefits Advisory Committee Meeting if necessary.

10. Adjourn

Jason Carviou, Chair