

Budget, Planning, Finance and Audit Committee Meeting
Jason Blake, Committee Chairperson
Wednesday, October 16, 2018
Minutes

Present: Jason Blake, Adam Guss, Rosemary Kurtz, Dave Secrest, Amy Blazier, Nicole Pavoris, Ron Ludwig, Erica Bruso, Jeremy Davis, Jay Sargeant, Wendy Williams, Cal Skinner and Scott Coffey

- Call to Order
- Roll Call
- Pledge of Allegiance
- Approval of September 12, 2018, Minutes
- Discussion and Recommendation of Employee Health Insurance Rates and Contributions

Jeremy Davis, Assistant Superintendent of Finance and Operations, and Jay Sargeant, Assistant Superintendent of Human Resources, asked Wendy Williams, First Vice President of Alliant/Mesirow, to present a renewal analysis of our employee benefits medical, dental, and vision programs. Alliant/Mesirow did significant work for D155 to determine what the rates should be for its PPO, HMO and HDHP employee health plans. Recommendations are as follows:

- Renew the medical plans with BCBS of Illinois
- Maintain current premium equivalent rates and contributions at current/recommended levels
- Recommended District contributions to Health Savings Account:
 - \$1,500 single / \$3,000 family – first year
 - Half of total amount in first payroll cycle in 2019 and balance spread out equally over remaining payrolls
 - Future plan year contributions would be re-evaluated
 - Depending on enrollment results, plan performance and budgets, future recommendations would likely be \$500 single / and \$1,000 family on target with national benchmarks.
- Recommended HSA Custodian: Inland Bank
 - Oak Brook, IL based
 - Retail branches and online support services
 - Employer support – can accept convenient payrolls deduction transfer
 - No fee accounts to Employer or Employee
 - If you would like to offer account with an investment option feature, a fee of \$2.95 per participant per month could be offered.
- Recommend renewing dental plan with Delta Dental and vision plan with VSP on 3/1/2019

Discussion took place among the Committee members concerning what percentage of employees will likely make the leap to the new HDHP plan. Ms. Williams said not to anticipate that 5-7% will likely move over to the high deductible. It is unlikely that HMO plan members will be part of that move.

Based on Alliant's analysis and projected budget the attached insurance rates have been established for employee and employer portions.

It was the recommendation of the Committee to approve the employee health insurance rates and district contribution

- Discussion and Recommendation for New Student Activity Fund Accounts

Jeremy Davis asked the Committee to consider the creation of 3 new student activity accounts: Transfer Student Mentor Program at Crystal Lake Central; Medical Club at Prairie Ridge; German Trip at Prairie Ridge. The Committee agreed to present these clubs for approval to the entire Board of Education at the Regular October Board Meeting.

- Public Comments

Cal Skinner requested that Finance Committee Packets be published online in advance of meetings in the same manner as Board Packets.

Scott Coffey questioned the difference between a 10-month and a 12-month renewal premium. It was pointed out that the savings discussed is not due to the shorter term because costs are annualized.

- Adjourn



**Community High School District #155
2019 Insurance Rates**

Coverage Category	# of Paychecks	PPO			HMO			HDHP		
		Monthly Premium	Employee per Paycheck	Employer per Paycheck	Monthly Premium	Employee per Paycheck	Employer per Paycheck	Monthly Premium	Employee per Paycheck	Employer per Paycheck *
Single Coverage										
Everybody	24 checks	862.93	73.40	358.06	719.77	37.81	322.07	595.42	29.77	267.94
Everybody	20 checks	862.93	88.08	429.67	719.77	45.37	386.49	595.42	35.73	321.53
Family Coverage										
Teachers & Support Staff	24 checks	2,062.71	365.10	666.26	1,721.66	279.92	580.91	1,488.58	253.06	491.23
Teachers & Support Staff	20 checks	2,062.71	438.12	799.51	1,721.66	335.90	697.09	1,488.58	303.67	589.47
Top Step Teachers, Admin & Grandfathered	24 checks	2,062.71	132.49	898.87	1,721.66	47.31	813.52	1,488.58	29.77	714.52
Top Step Teachers & Grandfathered	20 checks	2,062.71	158.99	1,078.63	1,721.66	56.78	976.22	1,488.58	35.73	857.42
Family Coverage (Spouse works for district)										
Spouse works for District (Insured)	24 checks	1,896.22	83.24	864.87	1,640.35	40.65	779.52	1,429.04	29.77	684.75
Spouse works for District (Spouse)	24 checks	166.49	83.24	-	81.31	40.65	-	59.54	29.77	-
		2,062.71			1,721.66			1,488.58		



Recommended BOE HSA contributions:
 single-\$1500
 family-\$3000

1/2 contribution would occur on 1/1/19. The remaining 1/2 would be dispersed equally over all paychecks.

* HDHP employer cost above is the premium only and does not include any employer contribution to the employee's HSA account

Coverage Category	# of Paychecks	Dental			Vision		
		Monthly Premium	Employee per Paycheck	Employer per Paycheck	Monthly Premium	Employee per Paycheck	Employer per Paycheck
Single Coverage							
Everybody	24 checks	48.36	-	24.18	7.93	-	3.97
Everybody	20 checks	48.36	-	29.02	7.93	-	4.76
Family Coverage							
Teachers, Support & Admin	24 checks	143.80	23.86	48.04	19.36	2.86	6.82
Teachers, Support & Admin	20 checks	143.80	28.63	57.65	19.36	3.43	8.19
Spouse Works for District	24 checks	143.80	-	71.90	19.36	-	9.68