

**BLOOMINGTON-NORMAL AIRPORT AUTHORITY
BOARD OF COMMISSIONERS
PERSONNEL COMMITTEE MEETING REPORT
Friday, August 25, 2017
11:30 a.m.**

Commissioner Whisman called the meeting to order at 11:38 a.m. Commissioner Denault, David Underkoffler, Executive Director Carl Olson, and Executive Assistant Lynnette Hindman were present. A quorum was acknowledged.


The committee approved the meeting report from the April 21st meeting.

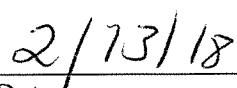
David Underkoffler, the Airport's health insurance broker, went over the renewal rates on the life insurance and health insurance. The life insurance initially came in with an increase, but David was able to negotiate on the Airport's behalf and Dearborn offered a renewal rate with no increase. Commissioner Denault noted that the rates for the life insurance are comparable to what Country Financial pays for their group life insurance.

The renewal rates from Blue Cross Blue Shield came back with increases ranging from 1.4%, which is lower than medical trends, upwards to 23%, which is higher than medical trends, depending on the plan. The plans offered are Affordable Care Act community rated plans. The rates are based on zip code, plan design and ages of employees. Blue Cross did make some small plan changes. In the HMO plan, the office visit co-pay is decreasing from \$25.00 to \$10.00, but the urgent care co-pay is increasing from \$25.00 to \$45.00. The PPO plans are seeing an increase in the maximum out of pocket increase from \$3,000 to \$3,300. Medical trends are averaging 8 to 9% increases. The Committee discussed the merits of the 5 plans that are currently offered to the employees. It was noted that should the large network PPO's continue to see 20%+ increases, these increases would not be sustainable for either the Airport Authority or the employees. It was also noted that in McLean County the large network vs. the small network is the same. The smaller network doesn't have all the hospitals in the Chicago land area, but the big hospitals, like M.D. Anderson, and Mayo are included in the small network plan. The Committee discussed the need for better education on the large network versus the small network. The Committee also briefly discussed a defined benefit amount paid to employees instead of paying a percentage of the premium. Staff will hold employee meetings with more education on the large network versus the smaller network, with an eye towards the large network PPO plans going away in the future. They will share any feedback with the Committee. A motion was made to recommend the renewal of all 5 plans, with the rate increases as presented, to the full board at the September meeting. The motion was seconded and upon a unanimous vote, the motion carried.

Commissioner Denault shared with Carl the name of a Chicago firm to conduct a salary survey.

There being no other business to come before the committee, the meeting adjourned at 12:35 p.m.


Signature


Date