

PUBLIC MEETING NOTICE AND AGENDA
VILLAGE OF HUNTLEY
VILLAGE BOARD MEETING



**THURSDAY, JUNE 23, 2011
7:00 P.M.
AGENDA**

1. Call to Order
2. Pledge of Allegiance
3. Public Comments:
4. Consent Agenda:
(All items listed under Consent Agenda have been discussed at the Committee of the Whole and may be approved/accepted by one motion)
 - a) Approval of the May 26, 2011 Village Board Meeting Minutes
 - b) Approval of the June 23, 2011 Bill List in the amount of \$951,325.53
 - c) Approval of Ordinance (O)2011-6.27 – Approval of a Simplified Residential Zoning Variation for a building addition encroaching into the Rear Yard Setback – Susan Accardi, 13565 Lehigh Street
 - d) Approval of Ordinance (O)2011-06.28 – An Ordinance Approving a Special Use Permit for an Indoor Recreation Facility at 10763 Wolf Drive
 - e) Accept and Place on File the Comprehensive Annual Financial Report (CAFR) for the Fiscal Year Ended December 31, 2010
 - f) Authorization to Defer the Capital transfer in the Amount of \$1,451,176.00
 - g) Approval of Ordinance (O)2011-06.29 – Adoption of the Village of Huntley Identity Protection Policy
 - h) Approval of the Village of Huntley Police Pension Board Appointments:
 - i) Appointment of David Richardson
 - ii) Re-appointment of Nancy Topalovich
 - i) Approval of the Resident Customer Service Survey
 - j) Approval of Payout Request No. 2 to Arrow Road Construction Co. for the 2011 MFT Street Program
5. Discussion and Consideration of Items Removed from the Consent Agenda:
 - a) Consideration of the May 19, 2011 Committee of the Whole Meeting Minutes
 - b) Consideration of the June 2, 2011 Committee of the Whole Meeting Minutes

6. Items for Discussion and Consideration
 - a) Approval of the Village of Huntley 2011/2012 Health Insurance Plan
7. Village Attorney's Report
8. Village Manager's Report
9. Village President's Report
10. Unfinished Business
11. New Business
12. Executive Session
 - a) Probable or Imminent Litigation and Pending Litigation
 - b) Contractual
 - c) Property Acquisition, Purchase, Sale or Lease of Real Estate
 - d) Appointment, Employment, Dismissal, Compensation, Discipline and Performance of an Employee of the Village of Huntley
 - e) Collective Bargaining
 - f) Appointment, Discipline or Removal Public Officers
 - g) Appointment of a Public Officer
 - h) Review of Closed Session Minutes
 - i) Other
13. Possible Action on any Closed Session Item
14. Adjournment

MEETING LOCATION
Village of Huntley Municipal Complex
10987 Main Street
Huntley, IL 60142

The Village of Huntley is subject to the requirements of the Americans with Disabilities Act of 1990. Individuals with disabilities who plan to attend this meeting and who require certain accommodations in order to allow them to observe and/or participate in this meeting, or who have questions regarding accessibility of the meeting or the facilities, are requested to contact Mr. David Johnson, Village Manager at 847-515-5200. The Village Board Room is handicap accessible.


David J. Johnson, Village Manager

Agenda Item: **Approval of the Village of Huntley 2011/2012 Health Insurance
Renewal**

Department: **Finance and Human Resources**

Introduction

The Village's in-force health insurance plan with United Health Care (UHC) covering Village of Huntley full time employees expires June 30, 2011. Staff met with the Village's insurance broker Ray Rotolo of American Westbrook Insurance Services, LLC to discuss renewal options and review quotes from other providers.

Staff Analysis

The Village's health insurance plans contain medical and prescription drug card benefit provisions. The current UHC PPO Base Plan has a \$1,000 deductible, \$1,000 maximum out of pocket with a 90% co-insurance rate for hospitalization expenses. A \$30 co-pay applies to routine office visits and physicals. The current UHC Premium Plan has a \$500 deductible, \$1,000 maximum out of pocket with a 90% co-insurance rate for hospitalization expenses. The Prescription Drug Card program provides a \$10/\$30/\$50 co-pay depending upon medication. Dental insurance is paid 100% by the Village of Huntley for all levels of coverage including dependents. The Flexible Spending program and 125 Plan Dependent Care program allows an employee to make voluntary contributions on a tax deferred basis for the reimbursement of allowable medical and child care costs. Health Care Reform eliminated the restrictions on lifetime limits (previous plan included a \$5,000,000 major medical lifetime limit) and now provides for 100% payment of wellness and routine physicals. The costs of these mandatory changes are being passed on to the employer and employees in the cost of the plan.

This year our renewal process began in February with a medical questionnaire to all employees which was subsequently submitted to Humana underwriters for the purpose of obtaining a competitive quote. Unfortunately, Humana declined to quote our group due to pre-existing conditions. We were able to obtain quotes from United Health Care, Blue Cross/Blue Shield (BCBS) and Aetna.

An employee committee of representatives from each department was formed to review the options. A village-wide survey was conducted last week to determine the feasibility of going back to BCBS and paying the significantly higher premiums with reduced benefits or stay with United Health Care. The majority of employees have communicated that they prefer to stay with United Healthcare Insurance Company of Illinois.

Financial Impact

Initial renewal quote from UHC was an 18% increase over last year's premiums; however staff and our broker were able to negotiate a final renewal rate increase of 11.99%. Part of the negotiation process included the transfer of our voluntary vision and life insurance plans to UHC. In addition, by moving both vision and life to UHC, the Village will receive \$1.00 per person discount monthly for each employee enrolled on the medical plan – an additional savings of \$1,032.00 per year.

The Village continues to pay 100% of the cost for an employee's medical insurance coverage for the Standard/Base United Healthcare plan. For dependent medical insurance coverage employees currently pay 18% (20% for MAP union members) of the difference in premium cost between individual and dependent health insurance coverage. The Village also offers a "Premium" United Healthcare plan which requires additional contributions from employees selecting this plan.

		(Current)		(Revised Renewal)	
		United Healthcare		United Healthcare	
		PPO Plan X6P-P		PPO Plan X6P-P	
		PPO Plan X7E-P		PPO Plan X7E-P	
HEALTH - Premium Plan	EE's	Rate	Total	Rate	Total
		PPO		PPO	
Employee	7	\$377.21	\$2,640.47	\$422.09	\$2,954.63
Employee & Child(ren)	7	\$648.80	\$4,541.60	\$726.00	\$5,082.00
Employee & Spouse	5	\$792.14	\$3,960.70	\$886.39	\$4,431.95
Full Family	16	\$1,139.17	\$18,226.72	\$1,274.71	\$20,395.36
Total Monthly	35		\$29,369.49		\$32,863.94
HEALTH - Base Plan	EE's	Rate	Total	Rate	Total
		PPO		PPO	
Employee	25	\$350.94	\$8,773.50	\$393.29	\$9,832.25
Employee & Child(ren)	6	\$603.61	\$3,621.66	\$676.45	\$4,058.70
Employee & Spouse	8	\$736.96	\$5,895.68	\$825.89	\$6,607.12
Full Family	12	\$1,059.82	\$12,717.84	\$1,187.71	\$14,252.52
Total Monthly	51		\$31,008.68		\$34,750.59
TOTAL ALL COVERAGES					
Total Monthly			\$60,378.17	\$67,614.53	
Total Annual			\$724,538.04	\$811,374.36	
Percent Difference			N/A	11.99%	
Annual Savings / Increase			N/A	\$86,836.32	

(Renewal)				
	United Healthcare PPO Plan X6P-P (Premium)		United Healthcare PPO Plan X7E-P (Base)	
BENEFIT LEVELS	PPO	NON-PPO	PPO	NON-PPO
Lifetime Maximum	Unlimited		Unlimited	
Individual Deductible	\$500	\$1,000	\$1,000	\$2,000
Family Deductible	\$1,500	\$3,000	\$3,000	\$6,000
Coinsurance	90%	70%	90%	70%
Individual Out of Pocket	\$1,000	\$2,000	\$1,000	\$2,000
Family Out of Pocket	\$3,000	\$6,000	\$3,000	\$6,000
INPATIENT SERVICES				
Hospital	90%	70%	90%	70%
Physician	90%	70%	90%	70%
OFFICE VISIT SERVICES				
Office Visit	\$25 Copay	70%	\$30 Copay	70%
Specialist	\$45 Copay	70%	\$50 Copay	70%
Routine Physicals	100%	70%	100%	70%
Ambulatory Surgery	90%	70%	90%	70%
Diagnostic Lab & X-Ray	90%	70%	90%	70%
OUTPATIENT SERVICES				
Ambulatory Surgery	90%	70%	90%	70%
Diagnostic Lab & X-Ray	90%	70%	90%	70%
Pre-Admission Testing	90%	70%	90%	70%
EMERGENCY SERVICES				
Accident	\$150 Copay	\$150 Copay	\$150 Copay	\$150 Copay
Medical	\$150 Copay	\$150 Copay	\$150 Copay	\$150 Copay
PRESCRIPTION DRUG				
Deductible				
Level 1	\$10 Copay		\$10 Copay	
Level 2	\$30 Copay		\$30 Copay	
Level 3	\$50 Copay		\$50 Copay	
Level 4				
Mail Order	2.5x / 90 Days		2.5x / 90 Days	
Website	www.uhc.com			

Legal Analysis

Not required.

Action Requested

A motion of the Village Board to approve the 2011/2012 Health Insurance Renewal with United Healthcare Insurance Company of Illinois effective July 1, 2011.