

County Board

September 19, 2013
Handouts

Item XI-A1 Resolution 8654

Item XI-B10 Resolution 8673

RESOLUTION NO. 8654

RESOLUTION AUTHORIZING THE CONTRACT WITH OTTO BAUM COMPANY
FOR THE COURTHOUSE EXTERIOR MAINTENANCE PROJECT

WHEREAS, Champaign County issued RFP #2013-002 for Courthouse exterior repair and maintenance in accordance with Champaign County Board Policy and five qualifying responses were received; and

WHEREAS, the County Facilities Committee recommended to the Champaign County Board the award of contract for the Courthouse Exterior Maintenance Project to Otto Baum Company, Inc. of Morton, Illinois in the amount of \$135,745.00 at their September 19, 2013 special meeting; and

NOW, THEREFORE BE IT RESOLVED, that the Champaign County Board, Champaign County, Illinois, authorizes the award of contract to Otto Baum Company, Inc. of Morton, Illinois in the amount of \$135,745.00 for the Champaign County Courthouse Exterior Maintenance Project.

PRESENTED, PASSED, APPROVED, AND RECORDED this 19th day of September, A.D. 2013.

SIGNED:

ATTEST:

Alan Kurtz, Chair
Champaign County Board
Champaign, Illinois

Gordy Hulten, County Clerk and
Ex-Officio Clerk of the Champaign
County Board

RESOLUTION NO. 8673

RESOLUTION ESTABLISHING HEALTH INSURANCE PREMIUM CONTRIBUTIONS FOR
NON-BARGAINING EMPLOYEES FOR FY2014 – FY2016

WHEREAS, The Champaign County Board annually determines the amount of premium contributions to be made by the non-bargaining employees, with the exception of the non-bargaining employees of the Regional Planning Commission and Nursing Home; and

WHEREAS, The Champaign County Administrator has recommended to the County Board that the non-bargaining employees, with the exception of the Regional Planning Commission and Nursing Home employees, will contribute 5% of the cost of the single plan premium for health insurance in FY2014; 8% of the cost of the single plan premium for health insurance in FY2015; and 12% of the cost of the single plan premium in FY2016; and that the County will contribute \$30/month to the cost of dependent coverage, in addition to the contribution the County makes to the single plan premium, for those employees who enroll in dependent coverage for FY2014, FY2015 and FY2016;

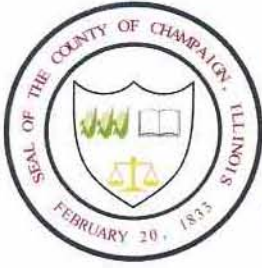
NOW, THEREFORE, BE IT AND IT IS HEREBY RESOLVED by the County Board of Champaign County, Illinois that the non-bargaining employees, with the exception of the Regional Planning Commission and Nursing Home employees, will contribute 5% of the cost of the single plan premium for health insurance in FY2014; 8% of the cost of the single plan premium for health insurance in FY2015; and 12% of the cost of the single plan premium in FY2016; and that the County will contribute \$30/month to the cost of dependent coverage, in addition to the contribution the County makes to the single plan premium, for those employees who enroll in dependent coverage for FY2014, FY2015 and FY2016

PRESENTED, ADOPTED, APPROVED, AND RECORDED this 19th day of September A.D. 2013.

Alan Kurtz, Chair
Champaign County Board

ATTEST:

Gordy Hulten, County Clerk and
Ex-Officio Clerk of the County Board



CHAMPAIGN COUNTY ADMINISTRATIVE SERVICES

1776 East Washington Street, Urbana, Illinois 61802-4581

*ADMINISTRATIVE, BUDGETING, PURCHASING, & HUMAN RESOURCE
MANAGEMENT SERVICES*

Deb Busey, County Administrator

MEMORANDUM

**TO: Christopher Alix, Deputy Chair- Finance and MEMBERS of the
CHAMPAIGN COUNTY BOARD**

FROM: Deb Busey, County Administrator

DATE: September 17, 2013

**RE: Recommendation for FY2014 Health Insurance Premium
Contributions for Non-Bargaining Employees**

ISSUE:

Each year when the County Board approves the health insurance plans to be offered to employees in the ensuing fiscal year, the County Board also determines the premium contributions to be paid by Non-Bargaining Employees.

REPORT:

Prior to FY2013, the County's non-bargaining employees had been provided single employee health insurance coverage from the County with the premium paid 100% by the County. The difference between the single premium cost and any dependent premium plan cost was then paid entirely by the employee for employees enrolling in dependent plan coverage.

As health insurance costs continue to rise annually at a rate far ahead of the CPI, it was determined that the County could not continue to provide health insurance without the employee also participating in the contribution to the cost of the premium. To that end, in FY2013, the County Board approved a plan wherein non-bargaining employees paid \$10/month toward the \$584 monthly premium for single coverage, and the County began making a contribution of \$30/month for any dependent plan coverage selected by the employee.

A study of nine different Illinois governmental entities in 2013 revealed that the contribution to single plan premium coverage for those nine entities ranged from 0% to 20%. Henry County was at 0%, and Champaign County was 2nd lowest at 2%. (See Chart on Attachment A of this Memo)

Health Insurance is a benefit in which we want our employees to be participants and owners of the plans and benefits provided. If the County continues to provide

health insurance to its employees with minimal contribution towards that insurance from the employees, the County will be limited in its ability to keep pace with appropriate wages, because a greater portion of any new revenue will have to continue to be allocated to ever-increasing health insurance costs instead. To correct this anomaly, it is recommended that employees become more engaged in the purchase of health insurance plans which can be achieved if the employees pay a percentage of the total health insurance premium. Insurance Plan design and how we use our health insurance benefits are forces which drive the cost of health insurance premiums. Through the Champaign County Labor Management Health Insurance Committee, these are issues in which our employees can be far more engaged in helping the County manage costs.

RECOMMENDATION:

Based on the foregoing, the recommendation for health insurance premium contributions is presented as a 3-year plan, to gradually phase the increase in payment for health insurance by employees. The phase-in plan recommends employees pay 5% of the single plan premium cost in FY2014, 8% in FY2015 and 12% in FY2016. At the same time, the County will continue to contribute \$30/month to the additional cost of dependent coverage premium for any employee who enrolls in dependent coverage over that same three-year period. The impact of the recommendation in FY2014 is as follows:

	Single	Employee + Spouse	Employee + Children	Family
FY2013				
Monthly Premium	\$584.00	\$772.00	\$729.00	\$1,260.00
Employee Monthly Premium	\$10.00	\$168.00	\$125.00	\$656.00
Employee Premium per pay	\$5.00	\$84.00	\$62.50	\$328.00
Employer Monthly Premium	\$574.00	\$604.00	\$604.00	\$604.00
FY2014				
Monthly Premium	\$635.00	\$836.00	\$791.00	\$1,365.00
Employee Monthly Premium @ 5%	\$32.00	\$203.00	\$158.00	\$732.00
Employee Premium per pay	\$16.00	\$101.50	\$79.00	\$366.00
Employee Per Pay Increase over FY2014	\$11.00	\$17.50	\$16.50	\$38.00
Employer Monthly Premium	\$603.00	\$633.00	\$633.00	\$633.00

REQUESTED ACTION:

The County Board approves the health insurance premium plan contributions for Non-Bargaining Employees (with the exception of Nursing Home and Regional Planning Commission employees) to be 5% of the single plan premium cost in FY2014; 8% of the single plan premium cost in FY2015; and 12% of the single plan premium cost in FY2016. The additional cost of the dependent plans shall be paid by the employee for

the plan in which they enroll, except that the County will contribute \$30/month to the additional cost of dependent coverage for those employees who enroll in dependent coverage plans in FY2014, FY2015 and FY2016.

Thank you for your consideration of this request.

attachment

Employee contribution percentage

