

County Board Meeting

Agenda Items - Distributed September 18, 2025

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RESUME OF MINUTES OF REGULAR MEETING OF THE
COUNTY BOARD, CHAMPAIGN COUNTY, ILLINOIS
August 21, 2025

The County Board of Champaign County, Illinois met at a Regular Meeting, Thursday, August 21, 2025, at 6:30 PM in the Shields-Carter Meeting Room, Bennett Administrative Center, 102 East Main Street, Urbana, Illinois, Board Chair Jennifer Locke presiding and Matthew Cross as Clerk of the meeting.

ROLL CALL

Roll call showed the following members present: Rodriguez, Sexton, Sullard, Vanichtheeranont, Votava, Wiggs, Wilson, Cagel, Cowart, Crane, Esry, Farney, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, Peugh and Locke – 17; absent: Rogers, Vanichtheeranont and Thorsland– 2. County Executive Summers declared a quorum present and the Board competent to conduct business. Board Member Crane departed early shortly before 8:08, missing the final vote on Resolution No. 2025-247.

PRAYER & PLEDGE OF ALLEGIANCE

Board Chair Locke asked for a moment of silent reflection about county service, and the Pledge of Allegiance to the Flag was recited.

READ NOTICE OF MEETING

The Clerk read the Notice of the Meeting, said Notice having been published in the *News Gazette* on August 7, August 14, and August 20, 2025.

APPROVAL OF AGENDA/ADDENDA

Board Member Esry offered a motion to adopt the Agenda; Board Member Lokshin seconded.

Board Member Vanichtheeranont offered a motion to amend the agenda to strike item XIII. A. 2. Adoption of Resolution No. 2025-240, and to move item X. Board Member Communications to follow XV. Other Business, and to move items XV A.-C (American Rescue Plan Act, Grant Coordinator Update, and Opioid Settlement Task Force) to follow XVIII. (Public Input); Board Member Cagle seconded. Board Member Wilson asked why Resolution No. 2025-240 was being struck; Board Member Vanichtheeranont stated that the American Federation of State, County, and Municipal employees (AFSCME) had filed a grievance relating to the proposed resolution; Board Chair Locke added that it would be inappropriate to discuss the issue until the grievance has been resolved. The motion to amend the Agenda carried by unanimous voice vote.

The motion as amended carried by unanimous voice vote. Following the vote IX. Consent Agenda and XI. Approval of minutes were inadvertently moved to follow item XII. B. 1. Resolution No. 2025-238.

DATE/TIME OF NEXT MEETINGS

Standing Committees:

- A. County Facilities Committee
Tuesday, September 2, 2025 at 6:30 PM
Shields-Carter Meeting Room, Bennett Administrative Center
- B. Environment and Land Use Committee
Thursday, September 4, 2025 at 6:30 PM
Shields-Carter Meeting Room, Bennett Administrative Center
- C. Highway and Transportation Committee
Friday, September 5, 2025 at 9:00 AM
1605 E Main St, Urbana

Committee of the Whole:

- A. Justice and Social Services; Policy, Personnel, and Appointments; Finance
Tuesday, September 9, 2025 at 6:30 PM
Shields-Carter Meeting Room, Bennett Administrative Center
- B. Special Finance Committee of the Whole
Tuesday, September 30, 2025 at 6:30 PM
Shields-Carter Meeting Room, Bennett Administrative Center

County Board:

- A. Regular Meeting
Thursday, September 18, 2025 at 6:30 PM
Shields-Carter Meeting Room, Bennett Administrative Center

EMPLOYEE RECOGNITION

Board Member Vanichtheeranont offered a motion to adopt Resolution No. 2025-236 honoring county employees for years of service; Board Member Farney seconded. Board Member Vanichtheeranont read the entire text of the resolution. The motion carried by unanimous voice vote.

Board Member Vanichtheeranont offered a motion to adopt Resolution No. 2025-237 honoring retiring county employees; Board Member Lokshin seconded. Board Member Wilson spoke about employees' dedication to county service, exemplified by their long tenures.

PUBLIC INPUT

County Auditor George Danos spoke against Resolution No. 2025-247, arguing that County Administration would usurp the functions of the elected Auditor's Office

John Bambanek, of Mahomet, spoke about alleged corruption by the county for leasing Brookens office space to company associated with a Board Member and stated that he has filed document requestion via the Freedom of Information Act.

Sanford Hess, of Champaign and Democratic candidate for County Executive, spoke against the creation of a finance department within County Administration; he shared his experiences with various county finance departments and compared and contrasted them with the Champaign County plan for a finance department.

Bud Windelborn, State's Attorney's Office Operations Manager, spoke about the upcoming Scott Bennett Family Resources Day at Lincoln Square Mall in Urbana on August 22, 2025.

Cece Phillips, Circuit Clerk's Office employee and AFSCME Local 900 President, spoke about the need to reevaluate county employee job descriptions, titles, and wage scales, as many are outdated.

Nathanael Jones was called to speak but was no longer present.

AMERICAN RESCUE PLAN ACT

ARPA Project Manager Kathy Larson provided a brief update on various ARPA projects, noting the comprehensive memorandum in the Agenda Packet. Board Chair Locke asked about the Champaign County Economic Development Corporation (EDC) small business project; Project Manager Larson stated that the application deadline is August 22, 2025, and she anticipates the EDC to evaluate those applications in September.

GRANT COORDINATOR UPDATE

County Grant Coordinator Kait Kuzio presented two videos showcasing the county, noting all five videos are available for viewing on the county website. She spoke about securing grant funds to cover multiple employees pay. She also spoke about the difficulties in performing her job due to deficiencies of the Auditor's Office, especially the county being place on the stop payment list due to the late County Audit, which not only prevented the county from receiving grant funds for three months but also prevented applying for additional grants. Board Member Farney noted that 25 people recently attended a firearms safety training in St. Joseph and thanked Grant Coordinator Kuzio for making that possible. Board Member Wilson asked if Grant Coordinator Kuzio felt that her job was in jeopardy due to the failures of the Auditor; Grant Coordinator Kuzio declined to answer.

OPIOID SETTLEMENT TASK FORCE

Board Member Farney offered a motion to adopt Resolution No. 2025-244 approving an agreement between the County of Champaign and the Broadlands-Longview Fire Protection District; Board Member Wiggs seconded. The motion carried by unanimous voice vote.

Board Member Sexton offered a motion to adopt Resolution No. 2025-245 approving Budget Amendment BUA 2025/7/473 appropriating funds for the agreement with the Broadlands-Longview Fire Protection District; Board Member Esry seconded. Board Member Esry thanked Clayton Bosch for bringing the issue to the Board and invited other fire departments to do the same. The motion carried by unanimous roll-call vote:

Yeas: Rodriguez, Sexton, Sullard, Vanichtheeranont, Votava, Wiggs, Wilson, Cagle, Cowart, Crane, Esry, Farney, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, Peugh, and Locke – 19

Nays: none

STANDING COMMITTEES

Board Chair Locke noted that the Summaries of Action Taken for the County Facilities Committee of August 5, 2025, and Environment and Land Use Committees of August 7, 2025, were received and placed on file.

Board Member Esry offered a motion to adopt Resolution No. 2025-238 approving subdivision case 207-25, Ray's Minor Subdivision; Board Member Farney seconded. Board Member Votava asked for updates on the soil report discrepancies; no member provided an answer. The motion carried by unanimous voice vote.

CONSENT AGENDA

Board Chair Locke noted that the Consent Agenda and the Approval of Minutes were both inadvertently skipped. Board Member Esry offered a motion to adopt the Consent Agenda; Board Member Lokshin seconded. The motion consisting of 17 resolutions (Nos. 2025-219, 2025-220, 2025-221, 2025-222, 2025-223, 2025-224, 2025-225, 2025-226, 2025-227, 2025-228, 2025-229, 2025-230, 2025-231, 2025-232, 2025-233, 2025-234, and 2025-235) and one ordinance (No. 2025-10) carried by unanimous roll-call vote:

Yeas: Rodriguez, Sexton, Sullard, Vanichtheeranont, Votava, Wiggs, Wilson, Cagle, Cowart, Crane, Esry, Farney, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, Peugh, and Locke – 19

Nays: none

APPROVAL OF MINUTES

Board Member Esry offered a motion to approve the minutes of the Regular Meeting of the County Board on March 20, 2025; Board Member Sexton seconded. The motion carried by unanimous voice vote.

Board Member Wilson offered a motion to approve the minutes of the Regular Meeting of the County Board on July 24, 2025; Board Member Crane seconded. The motion carried by unanimous voice vote.

STANDING COMMITTEES (continued)

Board Chair Locke noted the Summary of Action Taken at the August 8, 2025, Highway and Transportation Committee Meeting was received and placed on file.

AREAS OF RESPONSIBILITY

Board Chair Locke noted the Summary of Action Taken at the August 12, 2025, Committee of the Whole Meeting (Justice and Social Services; Finance; *and* Policy Personnel, and Appointments) was received and place on file.

Board Member Vanichtheeranont offered a motion to adopt Resolution No. 2025-239 amending the schedule of authorized position in the Physical Plant Department – Building Supervisor; Board Member Lokshin seconded. Board Member Farney spoke about the issues with both the Brookens building and the proposed building supervisor position: he noted great financial cost of various improvements and repairs identified in 2023, stating that the County's General Fund cannot support the long-term maintenance; he noted that in light of this, the Building Supervisor position is not well planned; and he added that the Champaign County Regional Planning Commission (RPC) will need to relocated to a suitable building in the near future. Board Members Wilson and Peugh both agreed with Board Member Farney's assessment of the Brookens building, and Board Member Peugh suggested that a sale of the building could have a clause keeping RPC in the building. Board Member Farney read a statement from retired Board Member Jim Goss in support of selling Brookens and recommended the County hire a broker/commercial manager to market the building. Board Member Fortado spoke about RPC's difficulty in finding a new office lease due to their grant funding but stated that Brookens will need to be sold at some point in the future; she agreed with Mr. Goss's suggestion to hire a commercial manager; and she proposed postponing the decision on the Building Supervisor position to evaluate the options.

Board Member Lokshin offered a motion to table the resolution until the October 23, 2025, County Board Meeting; Board Member Vanichtheeranont seconded. Board Member Rodriguez stated that she was abstaining from any votes associated the Brookens building. Board Member Peugh requested that the County have a commercial broker evaluation the building. Director of

Administration Michelle Jett was invited to join the discussion; she stated that the county had previously started the Request for Proposal (RFP) process for a broker but the tenuous grant funding climate for RPC had caused the county to end the RFP prematurely. Board Member Lokshin raised a point of order as Board Member Peugh's discussion was not germane to the motion to table the resolution.

The motion to table Resolution No. 2025-239 until the October Regular County Board Meeting carried by unanimous voice vote.

NEW BUSINESS

Board Member Hanauer-Friedman offered a motion to adopt Resolution No. 2025-241 authorizing payment of claims; Board Member Fortado seconded. The motion carried by unanimous voice vote.

Board Member Sullard offered a motion to adopt Resolution No. 2025-242 authorizing purchases not following purchasing policy; Board Member Lokshin seconded.

Board Member Hanauer-Friedman offered an amendment to strike the State's Attorney item under Inappropriate Use of County Funds, as she felt it was an appropriate expenditure in compliance with County Purchasing Policy; Board Member Farney seconded. The motion to amend the resolution carried by unanimous voice vote.

The motion to adopt the resolution as amended carried by unanimous voice vote.

Board Member Vanichtheeranont offered a motion to adopt Resolution No. 2025-243 Budget Amendment BUA 2025/5/41 to cover the anticipated shortfall for autopsy services; Board Member Hanauer-Friedman seconded. Board Member Wilson asked for the current, actual budget shortfall; Board Chair Locke stated that it was \$18,000 and added that the Coroner had budgeted to hire a medical examiner but had not yet done so, causing the work to be outsourced. Board Member Farney added that the Coroner had already spent approximately \$160,000 on autopsy services. carried by unanimous roll-call vote:

Yeas: Rodriguez, Sexton, Sullard, Vanichtheeranont, Votava, Wiggs, Wilson, Cagle, Cowart, Crane, Esry, Farney, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, Peugh, and Locke – 19

Nays: none

OTHER BUSINESS

Board Member Cagle offered a motion to adopt Resolution No. 2025-246 approving changes to the employee health insurance and related benefit plans for FY2025; Board Member Esry seconded. The motion carried by unanimous voice vote.

Board Member Sullard offered a motion to adopt Resolution No. 2025-247 creating a Finance Division and amending the Schedule of Authorized Positions in the

Administrative Services Department of the County Executive's Office; Board Member Lokshin seconded.

Board Member Hanauer-Friedman offered an amendment to specify Salary Grade F as the Grade Range in paragraphs six and seven; Board Member Sexton seconded. The motion to amend the resolution carried by unanimous voice vote.

Board Member Peugh expressed a desire for more time to consider the resolution. Board Member Wilson expressed surprise that the resolution was placed on the agenda as the discussion in Committee of the Whole was unresolved; he wanted to know what roles of the Finance Division would be duplicated with those of the Auditor's Office; and he stated an opposition to creating county growth without a full examination of the needs and functions.

Board Member Wilson moved to table the resolution until the October 23, 2025, County Board Meeting; Board Member Farney seconded. The motion to table failed by roll-call vote:

Yeas: Sexton, Wilson, Cagle, Cowart, Crane, Esry, Farney, and Peugh – 8

Nays: Rodriguez, Sullard, Vanichtheeranont, Votava, Wiggs, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, and Locke – 11

Board Members Hanauer-Friedman, Lokshin, and Rodriguez stated that the Finance Division creation was an urgent need as the County finances were not functioning; Board Member Hanauer-Friedman added that the blame falls on the Auditor himself and not the staff of the Auditor's Office. Board Member Farney asked when the changes would occur; Director Jett was invited to join the discussion and stated the Finance Division would begin September 29, 2025. Board Member Farney asked if the Auditor would be able to hire new staff in the interim; Director Jett stated that the State's Attorney would need to be consulted. Board Member Farney requested a closed session to discuss the legal issues with the State's Attorney at the next Committee of the Whole on September 9, 2025. Board Member Fortado stated that authorizing the creation of the Finance Division is just the first of a multi-step process. Board Member Wilson asked if the County's proposal complies with relevant laws and asked why the State's Attorney had not yet been consulted; Director Jett stated that the State's Attorney is aware but had not provided comment; Board Member Wilson stated that the Board needed the legal opinion of the State's Attorney. Board Member Cagle asked if the Board must overtly request the State's Attorney to provide an opinion; Board Members Hanauer-Friedman and Cowart stated that the State's Attorney will provide preemptive comments. State's Attorney's Office Civil Division Chief Andrew Bequette was invited to join the discussion; he stated that the State's Attorney does not typically insert themselves into discussions but will note when discussions are blatantly illegal. Chief Bequette stated that the State's Attorney has not thoroughly reviewed the resolution, but it appeared to be a largely political and not legal issue; he noted that the State's Attorney does not endorse or oppose the resolution but, on the surface, it does not appear to be blatantly illegal. Board Member Fava asked what will happen to the Auditor position; Director Jett stated that would be a future Board decision. Board Chair Locke stated that County Auditor George Danos was elected to audit and the Board is within their rights to remove non-auditing responsibilities from the Auditor, which will free up the Auditor to focus on the core function of the office. The motion to approve the resolution, as amended, carried by roll-call vote:

Yeas: Rodriguez, Sexton, Sullard, Vanichtheeranont, Votava, Wiggs, Esry,
Farney, Fava, Fortado, Greer, Hanauer-Friedman, Lokshin, and Locke –
14
Nays: Wilson, Cagle, Cowart, and Peugh – 4
Absent: Crane – 1

COMMUNICATIONS

Board Member Wilson noted the 105th anniversary of the 19th Amendment granting women's suffrage.

Board Member Fortado spoke about the work women had done through activism, agency, and personal risk to achieve suffrage.

Board Member Sullard promoted Men Wear Pink breast cancer advocacy. He also spoke about the recent rescue of a drowning child by Marcus Pierson.

Board Member Esry spoke about the Half Century of Progress farm show in Rantoul, August 21-24, 2025, coinciding with the Farm Progress Show exposition in Decatur.

ADJOURN

Board Chair Locke adjourned the meeting at 8:14 PM.



Aaron Ammons, Champaign County Clerk
and ex-Officio Clerk of the Champaign County Board
Champaign County, Illinois

RESOLUTION NO. 2025-262

PURCHASES NOT FOLLOWING PURCHASING POLICY

September 2025

WHEREAS, Purchases by Champaign County offices and departments sometimes occur that are not in compliance with the Champaign County Purchasing Policy; and

WHEREAS, The Champaign County Auditor must present those purchases to the Champaign County Board for approval of payment;

NOW, THEREFORE, BE IT RESOLVED By the Champaign County Board that the purchases not following purchasing policy as presented by the Champaign County Auditor on September 18, 2025 are hereby approved for payment.

PRESENTED, ADOPTED, APPROVED by the County Board this 18th day of September A.D. 2025.

Jennifer Locke, Chair
Champaign County Board

Recorded
& Attest: _____
Aaron Ammons, County Clerk
and ex-officio Clerk of the
Champaign County Board
Date: _____

Approved: _____
Steve Summers, County Executive
Date: _____

FOR COUNTY BOARD APPROVAL
09/18/2025

CLAIMS NOT FOLLOWING THE PURCHASING POLICY OR THE SALARY ADMINISTRATION GUIDELINES
For items paid 08/01/2025 through 08/31/2025

	DEPARTMENT	INV/PO DATE	PAID DATE	DESCRIPTION	VENDOR	AMOUNT
	FY2024 PAYMENTS MADE IN FY2025					
**	Child Advocacy Center	12/31/2025	8/15/2025	Telehealth Interpreting Services done in FY24	Language Access Network	\$ 65,10
	VIOLATION OF SALARY ADMINISTRATION GUIDELINES					
	Administrative Services	7/1/2025	ongoing	The appointment of Michelle Jett to Facilities Manager, held simultaneously with her current appointment as Director of Administration, resulted in a 59% pay increase. The Board and the Job Evaluation Committee were not consulted. https://champaigncountyil.gov/Policies/SalaryAdminGuidelines.pdf sections 3.4 not followed in this instance. The unauthorized pay increase is annualized.	Herself	\$ 59,449.28
	INAPPROPRIATE USE OF COUNTY FUNDS					
**	Child Advocacy Center	7/31/2025	8/8/2025	Staff lunch (PapaDels) purchased on County Credit Card	JP Morgan	\$ 61.75

** Already paid (information only)

RESOLUTION NO. 2025-265

RESOLUTION APPROVING EMPLOYEE HEALTH INSURANCE AND RELATED BENEFIT PLANS FOR FY2026

WHEREAS, the Champaign County Board annually determines the benefit plans to be offered to county employees in the ensuing fiscal year; and

WHEREAS, the Champaign County Labor Management Health Insurance Committee has forwarded the following recommendation to the Finance Committee of the Whole for the health insurance and related benefit plans to be offered in FY2026;

1. The Blue Cross Blue Shield BCS Plan for health insurance coverage for FY2026 with deductibles remaining at \$5,000 for an individual and \$10,000 for a family; and
2. The FLEX Health Reimbursement Arrangement for FY2026 to be paid by the County for individual health insurance deductibles exceeding \$2,000 and family health insurance deductibles exceeding \$4,000; and
3. Agreement with Flex Benefit Service, LLC. as the administrator of the County's Flexible Spending Account Plan for FY2026; and
4. Agreement with Reliance Standard Life Insurance Company for group term life and voluntary optional life insurance coverage for FY2026; and
5. Eye Med Vision, Delta Dental, Allstate Cancer, and Allstate Accident/Disability as voluntary plans for FY2026; and

WHEREAS, the Finance Committee of the Whole approves the recommendation of the Champaign County Labor Management Health Insurance Committee and forwards said recommendation to the County Board for approval;

NOW, THEREFORE, BE IT RESOLVED by the Champaign County Board that the following health insurance and related benefit plans will be offered to Champaign County Employees in FY2026:

1. The Blue Cross Blue Shield BCS Plan for health insurance coverage for FY2026 with deductibles remaining at \$5,000 for an individual and \$10,000 for a family; and
2. The FLEX Health Reimbursement Arrangement for FY2026 to be paid by the County for individual health insurance deductibles exceeding \$2,000 and family health insurance deductibles exceeding \$4,000; and
3. Agreement with Flex Benefit Service, LLC. as the administrator of the County's Flexible Spending Account Plan for FY2026; and
4. Agreement with Reliance Standard Life Insurance Company for group term life and voluntary optional life insurance coverage for FY2026; and

5. Eye Med Vision, Delta Dental, Allstate Cancer, and Allstate Accident/Disability as voluntary plans for FY2026; and

PRESENTED, ADOPTED APPROVED and RECORDED this 18th day of September, A.D. 2025.

Jennifer Locke, Chair
Champaign County Board

Recorded
& Attest:

Approved:

Aaron Ammons, Champaign County Clerk
and *Ex-Officio* Clerk of the County Board
Date: _____

Steve Summers, County Executive
Date: _____



OFFICE OF THE CHAMPAIGN COUNTY EXECUTIVE

102 E. Main Street, Urbana, Illinois 61801-2744

Steve Summers, County Executive

MEMORANDUM

To: Elly Hanauer-Friedman, Chair of Finance; and
John Farney, Deputy Chair of Finance; and
Honorable Members of the Finance Committee of the Whole

From: DeShonna Matthew and Micah McMahon, Co-Chairs, and
Members of the Labor Management Health Insurance Committee

Date: September 17, 2025

Subject: Employee Health Insurance and Related Benefit Plans for FY2026

The Champaign County Labor Management Health Insurance Committee (LMHIC) submits the following recommendations for employee health insurance and other benefit plans for FY2026:

Health Insurance Recommendation

Blue Cross Blue Shield of Illinois BCS Plan

The plan covers January 1 through December 31, 2026, with a premium rate increase of 29.8%. The four tiers at the current FY2025 rate, and the proposed FY2026 rate are reflected below:

Tier	FY2025 Monthly Premium	FY2026 Monthly Premium	FY2026 Monthly Increase
Employee Only	\$1,158	\$1,504	\$346
Employee + Spouse	\$1,533	\$1,990	\$457
Employee + Children	\$1,447	\$1,879	\$432
Employee + Family	\$2,502	\$3,248	\$746

A Benefit Plan Summary from FY2025 is attached to this Memorandum. The plan and deductibles will remain the same for FY2026 with an increase to the premium costs. In order to keep the deductibles lower for employees, the LMHIC is also recommending the FLEX health reimbursement arrangement. This is the current health reimbursement arrangement that the County makes direct payments for any in-network deductible and copay costs that exceed \$2,000 for an individual and \$4,000 for a family.

Other Benefit Plans

Employer Paid:

- Flex Benefit Services, LLC. – Flex Spending Account Plan Administration \$4.50/month/participant (to date, FLEX has not announced a rate increase for FY26, but it is a possibility).
- Life Insurance (Basic) – \$0.04/\$1000 (approximately \$5,600 annually) rate increase guarantee through 12/31/2027 – this increase is paid by the County and is their first increase in ten years.

Employee Paid (Voluntary):

- Optional Term Life Insurance – 0% rate increase through 12/31/2026
- EyeMed Vision – no rate change – (rate guaranteed through 12/31/2028)
- Delta Dental – no rate change
- Allstate Cancer – no rate change
- Allstate Accident/Disability – no rate change

REQUESTED ACTION

County Board approval of offering the Blue Cross Blue Shield of Illinois BCS group health insurance plan with an increase to the premiums for FY2026.

County Board approval of offering the FLEX health reimbursement arrangement for FY2026.

County Board approval of Flex Benefit Services, LLC. as the administrator of the County's Flexible Spending Account Plan for FY2026.

County Board approval of offering Reliance Standard Life Insurance Company group term life and voluntary optional term life insurance coverage with a minimal increase to the County paid portion for FY2026.

County Board approval of offering EyeMed with a voluntary vision plan for FY2026.

County Board approval of offering Delta Dental voluntary dental plans for FY2026.

County Board approval of offering Allstate Accident/Disability and Cancer voluntary supplemental policies for FY2026.



Champaign County BCBS Medical Plan - 9/1/2025

Member Benefits	BCBSIL BlueChoice Select Member Responsibility		In-Network Benefits AFTER HRA Payments
	In-Network	Out-of-Network	
Calendar Year Plan Deductible	Single: \$5,000 Family: \$10,000	Single: \$10,000 Family: \$20,000	Single: \$2,000 Family: \$4,000
Calendar Year Out-of-Pocket Maximum	Single: \$5,000 Family: \$10,000 <i>Includes deductibles, coinsurance and copayments</i>	Single: \$10,000 Family: \$20,000 <i>Includes deductibles, coinsurance and copayments</i>	Single: \$2,000 Family: \$4,000 <i>Includes deductibles, coinsurance and some copayments / When your Out-of-Pocket expense limit has reached \$2,000/individual or \$4,000/family, the HRA Benefit will begin to pay . Provided all services are received in- network, you will not be responsible for any further covered service.</i>
Preventive Services <i>Immunizations, adult and child annual physicals, mammograms, PAPs, cancer screenings and additional USPSTF items</i>	\$0 copayment <i>deductible does not apply</i>	Deductible first 20% coinsurance	\$0 copayment <i>deductible does not apply</i>
Primary Care Visit	\$25 copayment <i>deductible does not apply</i>	Deductible first 20% coinsurance	\$25 copayment <i>deductible does not apply</i>
Specialist Office Visit	\$50 copayment <i>deductible does not apply</i>	Deductible first 20% coinsurance	\$50 copayment <i>deductible does not apply</i>
Outpatient and Diagnostic Testing <i>X-ray, lab, MRI, CT scan etc</i>	Deductible first 0% coinsurance	Deductible first 20% coinsurance	Deductible first 0% coinsurance
Facility Fee	Deductible first 0% coinsurance	Deductible first 20% coinsurance	Deductible first 0% coinsurance
Outpatient Surgery/Procedures	Deductible first 0% coinsurance	Deductible first 20% coinsurance	Deductible first 0% coinsurance
Inpatient Hospitalization	Deductible first 0% coinsurance	Deductible first 20% coinsurance	Deductible first 0% coinsurance
Urgent Care Visit	Deductible first 0% coinsurance	Deductible first 20% coinsurance	Deductible first 0% coinsurance
Emergency Department Visits	\$200 copayment <i>deductible does not apply</i>	\$200 copayment <i>deductible does not apply</i>	\$200 copayment <i>deductible does not apply</i>
Emergency Ambulance	\$100 copayment <i>deductible does not apply</i>	\$100 copayment <i>deductible does not apply</i>	\$100 copayment <i>deductible does not apply</i>
Mental Health, Behavioral Health or Substance Abuse Services	Same as any other charge	Same as any other charge	Same as any other charge
Outpatient Prescriptions Retail	<i>deductible does not apply</i>	<i>deductible does not apply</i>	<i>deductible does not apply</i>
Generic	\$7 copayment	\$7 copayment + 25%	\$7 copayment
Preferred Brand	\$25 copayment	\$25 copayment + 25%	\$25 copayment
Non-Preferred Brand	\$50 copayment	\$50 copayment + 25%	\$50 copayment
Specialty	\$100 copayment	\$100 copayment + 25%	\$100 copayment
CVS / Target / Schnucks NOT covered			
Outpatient Prescriptions Mail-Order	2 X co-pay for 90 day supply	Not Covered	2 X co-pay for 90 day supply

This is a brief summary of BCBS benefits for illustrative purposes only. It is not a contract and offers no contractual obligation on behalf of GBS. Please refer to the BCBS policy for detailed information regarding coverage