BOARD OF DIRECTORS SPECIAL MEETING

FOR APPROVAL

DATE: May 7, 2008

BOARD MEMBERS PRESENT:
- R. Speed, Chair
- A. Bailey, C. Bailey
- W. Cole, V. Giacalone
- B. Hennessy, L. Keller
- P. Saddington, O. Taylor

BOARD MEMBERS ABSENT:
- G. Scruggs, B. Winiarski

MANAGEMENT STAFF PRESENT:
- D. Russell, T. Deeghan, S. Mason, J. De Lay

The meeting was called to order at 4:00 p.m.

Agenda Item I – Public Participation

Gail Stimson shared information about an exhibit at Mott Children’s Health Center, “The Lives They Left Behind: Suitcases from a State Hospital” during May and June.

Larry Smith was the retiree on the ad-hoc committee. He indicated the revised proposal is a step in the right direction including the creation of an Retiree Advisory Council.

Brenda Wilson, AFSCME, read a statement written by Lori Hamilton (on file with minutes).

Dennis Lee, retiree, stated that the rush to penalize retirees is not well thought out. He asked if some coverages will be dropped by switching to a new plan.

Gail Stimson, retiree, asked why an HSA couldn’t be established for persons over 65; what will happen to the individuals who are living out of state 4-5 months a year currently. She asked for clarification on which insurance would be primary for individuals who are Medicare eligible but are still working.

Jacque Bridges, retiree, asked about reaching deductibles if there are no co-pays; the difference between HealthPlus and Blue Flex for retirees over 65; what will happen to retirees who are currently living out of state; will the riders remain the same. She stated that when an individual retirees under a bargaining unit contract coverage can not change.

Joanne Markee-Hall, retiree, asked how insurance will be addressed for a 2-person coverage one of whom is 65+; how much money was saved last year when prescription co-pays were raised and wanted more time to review the material in order to make an informed decision.

Karen Ellis, retiree, asked why the Board can’t wait to make a decision until the rates are known.
Charles Bailey, left his seat as a board member to speak as a member of the public. He stated that these are public dollars being used for legacy costs and governmental practices are changing.

**Agenda Item II – Proposed Changes to Retiree Healthcare**

Sheila Mason reviewed the revised proposal developed by the Ad-Hoc Committee on May 2, 2008. She stated that since the process started the Agency has received three sets of rates; 17% being the average. It is unknown what the premiums/costs will be until the rates are received. There is a need to create a plan that drives savings. Approximately a couple hundred thousand was saved last year by making the change in retiree health care prescription co-pays. Management will review potential issues involved with someone who is 65+ but still working. Hennessy stated that he believes more time is needed to review the information and is not ready to vote.

**(Resolution #05-018-08)**

A. Bailey moved, C. Bailey seconded the motion that the Genesee County Community Mental Health Board of Directors endorses a plan to limit CMH premium costs for post-retirement healthcare to 5%. For clarification, this motion includes the plans reviewed today.

Annual increases greater than 5% may be lowered by directing management to aggressively seek lower cost products and other strategies to reduce premium increases including: changing the health care vendor, becoming self-insured as an agency, and as a last step . . . adjusting retiree deductibles and/or co-pays.

Further, the CMH Board through management will assist retirees in creating a Retiree Healthcare Advisory Committee (RHAC) consisting of one CMH board member, the CMH HR Director, a representative from each bargaining unit, and not more than twelve retirees selected by CMH retirees. The role of the RHAC will be to review new healthcare products, voice preferences and make recommendations regarding plan changes, and work with management to develop strategies to maintain sustainable levels of healthcare coverage for retirees.

Also a retiree page/link will be added to the CMH webpage no later than May 16, 2008 and will post: current plan offerings, details on proposed new plan offerings, and copies of all formal communication to retirees including dates of informational meetings, developments of the RHAC, and a link for email communication with the RHAC.

The goal of this motion is to maintain the current level of excellent healthcare benefits for CMH retirees. A letter will be sent to all CMH retirees of the CMH Board’s actions on May 7, 2008 no later than May 16, 2008.

Roll Call:
Yes: A. Bailey, C. Bailey, W. Cole, V. Giacalone, L. Keller, P. Saddington, R. Speed, O. Taylor
No: B. Hennessy

MOTION CARRIED

**Agenda Item III – Other**

Mr. Russell thanked everyone for their comments and stated that even with these changes this is still a very good plan. He also responded to a couple of statements read by Ms. Wilson: there are 2 attorneys not 8, and the cost of these services is a very small percentage of the overall budget; and the paid interns do not get lunch every day, but they did receive lunch during orientation.

Adjourned at 5:13 p.m.