

**GENESEE COUNTY COMMUNITY MENTAL HEALTH
420 W. FIFTH AVENUE
FLINT MI 48503
RETIREE HEALTH CARE ADVISORY COMMITTEE
June 3, 2009**

RETIREEES PRESENT:

S. Higashi (*via phone conference*), R. Sprague, G. Stimson, P. Jordan, P. Primel, D. Lee,
N. Bartkiw, M. Marcot, G. Kennedy

RETIREEES ABSENT:

L. Smith, P. Casey, L. Allen

BOARD MEMBERS PRESENT:

A. Bailey

UNION MEMBERS PRESENT:

L. Hamilton, D. Simonds

STAFF PRESENT:

S. Mason, J. De Lay, T. Deeghan

Meeting called to order at 10:00 a.m.

HISTORY AND WELCOME:

A. Bailey opened the meeting with a history of the committee and stated that he has concerns with retirees being treated fairly and equitably. He informed the committee that a Declaratory Law Suit has been filed by CMH. A. Bailey also recommended that the committee meet once a month at the same time and place. He stressed the need to elect a Chair, Vice Chair and Recording Secretary. Due to another meeting, A. Bailey excused himself from the meeting.

Committee Members introduced themselves. S. Mason informed the committee that S. Higashi will be joining the meeting via teleconference.

DISCUSSION:

Committee members discussed the setting up of monthly meetings for the first Wednesday of each month at 10:00 a.m.

P. Jordan inquired about the purpose of the committee. Is it different from just receiving current input and discussing insurance changes, as well as the impact of current healthcare services?

J. De Lay clarified the role of the committee is to ensure communication, provide information to the representatives, and review and recommend plan options.

D. Simonds reminded the committee that there are contracts in place for current staff and hopes that this committee is not intended to circumvent them.

P. Jordan recommended that the role of the committee should be to ensure communication, provide information to the representatives, and review and recommend healthcare plan options, as well as survey retirees concerning health care issues.

D. Simonds motioned to accept the role of the committee. L. Hamilton seconded.
MOTION CARRIED

Committee members ask for clarification on the declaratory law suit. L. Hamilton explained that the law suit was filed to determine entitlement of healthcare benefits to previous employees, who were vested and deferred their retirement upon separation from CMH. D. Simonds informed the committee that this issue was reviewed with the Board at a full Board Meeting, by Howard Grossman, Attorney, and Ray Knott, Labor Consultant. The Board approved the filing of the Declaratory Law Suit. J. De Lay clarified that this was not a law suit, but a Declaratory Judgment, which is a request for the judge to read and interpret the intent of the contract. S. Mason informed the committee that the issue is healthcare benefits and not pension benefits. D. Lee expressed concerns that healthcare costs are over the top and that we need to do all we can to keep the costs down.

D. Lee expressed concerns with not being given enough time to review plan options, prior to open enrollment, to make the best choice. S. Higashi also expressed her concerns with the time line. She did switch to Blue Cross/Blue Shield Flex 2, due to the increase in co-pays for the insurance she currently had. She is happy with her coverage, but still requests that more time be given to retirees to make an informed decision, as well as provide more information on what each plan covers.

J. De Lay informed the committee that new rates and covered services are not received from the insurance companies until 45 days prior to open enrollment. We are requesting that we receive that information at least 90 days prior to open enrollment.

J. De Lay reviewed the separate plans for those who are Medicare eligible, or currently have Medicare, versus those who are not. The Medicare plan costs are lower. Reviewed the possible savings with less plans. Many previous plans do not exist any more, but are still in place due to current enrollment, but are no longer available for future enrollment. The Agency is trying to meet the needs of as many retirees as possible.

D. Simonds informed the committee that the Teamsters Union had suggested the option of Blue Cross/Blue Shield Flex 2 option during the last negotiations. The plan is saving employees money. Also suggested the possibility of a teleconference for retirees to get information on choices. S. Higashi agreed. S. Mason does not see why this can not be done because she believes up to 30 people can call into the teleconference system.

J. De Lay reviewed Blue Care Network which offers a Medicare supplement plan that has saved money; however, it is only available in certain parts of Michigan and would not benefit retirees

who live in other states. Blue Cross is working on their own version of a supplemental plan that would offer better benefits.

R. Sprague inquired about the possibility of hiring or contracting with a Healthcare insurance Broker, who may be able to get the best prices for coverage. J. De Lay replied that this, as well as other options, such as being self-insured, is being looked into. R. Sprague responded that Brokers have worked well for other agencies. L. Hamilton informed the committee that brokers work better for companies that do not have union agreements. Traditionally the union agreements work best for those agencies that have them.

D. Lee informed the committee that his retiree healthcare coverage has already changed and he is paying more in co-pays now than when he retired.

P. Jordan reminded the committee that healthcare discussions are ongoing everywhere due to the rising costs and everyone is trying to cope with this.

D. Lee expressed his concerns that this committee is just for looks.

P. Jordan inquired about who this committee is advising. D. Lee's understanding was that it advised the Board of Directors. G. Kennedy inquired about what other concerns A. Bailey may have in relation to retiree benefits, as indicated in his opening statement at the beginning of the meeting.

ELECTION/SELECTION OF OFFICERS

L. Hamilton reminded the committee that they still need to elect a Chair, Vice Chair and recording secretary. Also discussed adding public participation to the meeting schedule and have interested retirees present via teleconference or in person. D. Simonds agreed that this would be a good idea and would allow retirees to ask questions and express concerns. S. Higashi agrees the input is needed.

G. Kennedy motioned to nominate P. Jordan for chair, D. Simonds seconded.
MOTION CARRIED.

P. Jordan asked for nominations for a Vice Chair. S. Higashi motioned to nominate L. Smith. R. Sprague seconded.
MOTION CARRIED upon the acceptance of L. Smith.

MEETING SCHEDULE

J. De Lay informed the committee that a once a month meeting may not be feasible, as there is no additional information to be given until it is received from the insurance companies. P. Jordan suggested that the next meeting could be used to put a survey together to find out the needs of the retirees. T. Deeghan informed the committee that there are several standing meetings that are scheduled in the Board room and it may not be available for this committee to use every time.

P. Jordan suggested alternate meeting day for next month, as the meeting is currently scheduled for the Wednesday, July 1, 2009 just before the 4th of July holiday. Committee discussed other possible dates.

G. Kennedy motioned to keep the meeting schedule the first Wednesday of each month, as needed, at 10:00 a.m. N. Bartkiw seconded.

MOTION CARRIED.

The next meeting is scheduled for July 1, 2009 at 10:00 a.m. in the Board Room.

The committee discussed the possibility of having the meeting minutes posted on the CMH web site. S. Mason stated that it can be done, however, not all retirees have computers.

P. Primel motioned to have the minutes, after approval, posted on the web site. M. Marcot seconded.

MOTION CARRIED.

D. Simonds asked if informational flyers could be placed in letters to retirees, such as when they are informed of open enrollment. J. De Lay agreed with this suggestion.

L. Hamilton inquired about who would be responsible for the cost of mailing surveys. This will be discussed at the next meeting.

M. Marcot asked if clarification could be provided by A. Bailey at the next meeting to review what other issues there are, as indicated in his statements at the beginning of the meeting.

D. Simonds asked that updates be provided on the Declaratory Judgment.

G. Kennedy suggested that the committee start thinking about a survey and what should it include. Suggested electing a team leader to head the survey process. G. Stimson nominated S. Higashi and she accepted. S. Higashi was voted to be team leader. Retirees will be given contact information to communicate with S. Higashi.

Adjourn at 11:10 a.m.

Submitted by: Chris Long, Human Resources Technician