

**GENESEE COUNTY COMMUNITY MENTAL HEALTH
420 W. FIFTH AVENUE
FLINT MI 48503
RETIREE HEALTH CARE ADVISORY COMMITTEE
July 1, 2009**

RETIREES PRESENT:

P. Casey, G. Kennedy, D. Lee, M. Marcot, L. Smith, G. Stimson
Via Phone Conference: S. Higashi, P. Jordan, R. Sprague

RETIREES ABSENT:

L. Allen, N. Bartkiw, P. Primel

BOARD MEMBERS PRESENT:

A. Bailey

UNION MEMBERS PRESENT:

L. Hamilton, D. Simonds

STAFF PRESENT:

S. Mason

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

WELCOME and INTRODUCTIONS

Individuals in the room introduced themselves to those joining via phone conference. Sue Warth (Seigrist) indicated she would be the recording secretary to the committee.

MINUTES OF 06-03-09

Minutes were corrected to reflect Medicare instead of Medicaid; and the reference to retirees participating in the committee should have been "via teleconference OR IN PERSON".

*Smith motioned, Lee supported acceptance of the minutes of June 3, 2009 with stated corrections.
MOTION CARRIED*

REPORT OF MEETING WITH MR. RUSSELL

Jordan met with Mr. Russell. Questions addressed were:

How frequently will the group meet? *Not sure yet, but initially more frequently*

Are there key staff that need to participate? *Not on a regular basis*

Who would be the liaisons to the group? *Human Resource (Sheila Mason) and Finance (Jeff De Lay)*

Are minutes required? *Yes*

Can the minutes be posted on the CMH website? *Yes*

Higashi clarified that when the Committee was created by the Board there was only 1 CMH staff appointed, the HR Director.

Russell asked what the Committee thought their role was. Sprague stated that the Board set up the Committee with its charge. Jordan stated that now that the Committee is in action it may be able to clearly define its role. Higashi read the CMH Board minutes of 05-07-08 which state the purpose.

*Excerpt from Board of Directors minutes of May 7, 2008
Resolution #05-018-08*

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.

Bailey stated that the minutes Higashi read is indeed the task of the Committee who can call in anyone to assist as there no limits to what the Committee can do.

Smith asked if new rates have been received. Bailey stated that they expected the rates by now and he will follow up at the Finance Committee. The new renewal date is in December but the Agency only receives the information 45 days in advance.

SURVEY

The first draft was completed and sent to Committee members for comment. There was consent that the group can't review products until it knows the needs/wants of retirees. The goal of the survey is to collect at much data as possible. The retirees need to "buy into" the process.

Changes to the survey:

#2: will be optional

#7: will add Blue Care Network Advantage and Other (none at this time but maybe in the future)

#2: will add Male/Female

#21 & #22: Use same ranking phrase

#22: eliminate last sentence

Will add a question: Who has been the most helpful with your questions

There was much discussion on the introduction. Stimson stated that the group is not a negotiating body. Lee responded that the unions negotiate retiree healthcare and have made trade-offs in previous contracts and the introduction should be a strong statement. Higashi stated that the Committee cannot negotiate and clarified that once an individual retires they are no longer represented by a union. Smith stated that he did not want to see an adversarial relationship develop between the Committee and the CMH Board. Casey thought the survey was too long. Smith stated that if retirees are concerned they will complete the survey regardless of length. Warth asked if CMH could assist by making the survey electronic and putting it on the website or using an Internet Provider such as Survey Monkey. Bailey stated that benefits are the most important thing to retiree. The Committee can gauge the level of concern based on the responses received. Jordon concurred with Bailey.

There was concern over CMH having current addresses for retirees. Bailey will ask the Retirement Commission today for the addresses.

Higashi will make the recommended changes to the survey and send to Warth who will format and return to Higashi for final review. Warth will mail the survey out to all retirees with a stamped return envelope (to Sue Higashi) within three days of receipt. The return date will be 2 weeks from date of mailing. Higashi will tabulate all surveys and have information available by September 1st. Will put a note "VERY IMPORTANT" at the top of the survey to assist in getting a high response rate.

Jordon suggested that a statement be considered for inclusion in the Introduction “Although the Committee was chartered from the Board it works independently from CMH Administration.”

Mason will have something put on the website to alert retirees to the survey.

Stimson motioned, Lee supported using the Introduction as presented with the inclusion of the language regarding the Committee working independently from CMH Administration.
MOTION CARRIED.

KEEPING RETIREES INFORMED

The meeting minutes will be posted to the CMH Internet. Mailing minutes would be cost prohibitive.

DECLARATIVE SUIT

De Lay was not in attendance. At this time there is no information. Hamilton will cover this issue and make reports to the Committee.

ISSUES FROM ARCHIE BAILEY

Bailey provided his reasons for supporting Board action on developing this Advisory Committee. New products are being issued all the time and should be looked at. The majority of the Board thinks retirees are “crown jewels” for their years of service. Kennedy stated that there is an underlying assumption that cuts will continue. Bailey responded that is occurring all over because retirees have no representation and employers are looking for ways to be more cost effective. Kennedy stated that this group may also function in an advocacy capacity for retirees. To keep the CMH Board updated the Advisory Committee agenda will be placed in the Board mailing.

MEMBER COMMENTS

Smith reviewed the Governor’s Executive Order which proposed a 62M reduction in General Fund next fiscal year. De Lay will be asked to attend the next meeting to review potential cuts and what plans are being considered including an additional reduction for retirees.

Casey stated that retirees are “out of sight – out of mind” and it is easier to make additional cuts in this area. Kennedy stated that retirees have a fixed income so there are additional hardships when benefits are adjusted whereas current employees have an opportunity for additional salary increases.

Kennedy noted that the cost to the Agency is higher for Blue Cross when they are secondary to Medicare. The Committee is requesting additional information. This item will be put on the next agenda.

NEXT MEETING DATE

Agenda Items August 5, 2009 meeting:

- Preliminary Results from Survey
- Jeff De Lay Update
- Declaratory Suit Update

Adjourned at 11:22 a.m.

Submitted by: Suzanne Warth, Executive Assistant