



**CHAMPAIGN COUNTY
LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE MINUTES**

MINUTES – Approved as Distributed on August 19, 2025

DATE: Tuesday, August 5, 2025
TIME: 3:00 p.m.
PLACE: Shields-Carter Meeting Room
Bennett Administrative Center
102 E. Main St., Urbana, IL 61801

Committee Members:

Present	Absent
Andrew Bequette	Suzanne Brock
Wade Lorenz	Jon Cagle
Angela Lusk	Travis Woodcock
DeShonna Matthew	Jilmala Rogers
Micah McMahon	Brad Wakefield
John Naese	Janae Wisehart
Tami Ogden	
Cece Phillips	
Jennifer Sims	
Steve Summers	
Jarod Tinsley	
Beth Vanichtheeranont	
Travis Wilson	
Michelle Jett	

County Staff: Megan Robison and Briana Farrar (recording secretaries)

Others Present: Shannon Garrett (Broker – Gallagher)

AGENDA

I. Call to Order

Co-Chair Matthew called the meeting to order at 3:03 p.m.

II. Roll Call

Roll call was taken, and a quorum was declared present.

III. Approval of Minutes– July 22, 2025

MOTION by Mr. McMahon to approve the minutes of July 22, 2025; seconded by Ms. Vanichtheeranont. Upon vote, the **MOTION CARRIED** unanimously.

IV. FY25 Copay Resolution

Co-Chair Matthew asked the members if they had any questions. Labor members clarified how terminated employees would be reimbursed and if the County will notify terminated employees.

Management requested to caucus at 3:12 p.m.

The committee resumed open session at 3:17 p.m.

Upon return, Ms. Jett stated the County would reach out to all terminated employees at the contact information provided at termination.

MOTION by Ms. Lusk to approve the FY25 Copay Resolution; seconded by Mr. Wilson. Mr. Bequette reminded committee members that the resolution still had to be approved by the County Board. Upon vote, the **MOTION CARRIED** unanimously.

V. Health Insurance Plan Renewal Discussion

Ms. Garrett informed the committee that all other carriers have declined to bid, and she is looking into “risk captive” and “association” plans. Ms. Garrett gave a general overview of how the captive and association plans work.

Ms. Jett asked how much control the County would have over each option. Ms. Garrett explained they would have more control with a captive plan, association plans would have less choices and there are some associations Gallagher Insurance will not work with. Ms. Jett clarified that this committee will still need to review plans each year if they go with an association or captive plan.

Mr. Wilson asked why the committee had not heard these options before and mentioned how burdensome a family plan is for a new employee at their starting salary. Committee members mentioned their discussions from 2015 and 2017 regarding these same types of plans. It was ultimately decided back then that it was too expensive, but this option may be more palatable now.

Committee members requested information about how Health Savings Accounts (HSA) work. Ms. Garrett provided details on HSAs, the different options, and how it could cost the County more.

Ms. Jett asked for a breakdown of participants by age group; noting that we need to increase enrollment of the younger employees. The committee then discussed the potential of offering a bare bones plan for free or changing the premium cost to be determined by salary grades. Several members expressed being in favor of these ideas, but they may be an issue that needs to be bargained.

Ms. Garrett brought up the supplemental insurance plans; noting there is no increase for Delta Dental, we are still waiting to hear back from EyeMed and Reliance Standard is proposing a small increase for the first time in ten years. Ms. Ogden clarified that the Reliance Standard increase is for the County provided portion and not an increase on individual participants.

VI. Next meeting – August 19, 2025

The next meeting will be August 19, 2025.

Ms. Jett requested the bargaining units withdraw their grievances to ensure everything is wrapped up before the vote regarding the FY25 Copay Resolution goes to the County Board.

VII. Adjournment

Co-Chair Matthew adjourned the meeting at 4:17 p.m.