



**CHAMPAIGN COUNTY
SPECIAL LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE
AGENDA**

Tuesday, August 26, 2025 - 3:00 p.m.

Shields-Carter Meeting Room

Bennett Administrative Center
102 E. Main St., Urbana, Illinois

Committee

Members: Andrew Bequette, Suzanne Brock, Jon Cagle, Wade Lorenz, Angela Lusk, Micah McMahon, DeShonna Matthew (Co-Chair), John Naese (Co-Chair), Tami Ogden, Cece Phillips, Jennifer Sims, Steve Summers, Jarod Tinsley, Beth Vanichtheeranont, Travis Wilson, and Travis Woodcock

Alternates: Michelle Jett, Jilmala Rogers, Brad Wakefield, and Janae Wischart

Broker: Shannon Garrett (Gallagher Benefit Services)

AGENDA

- I. Call to Order
- II. Roll Call
- III. Approval of Minutes– August 19, 2025
- IV. Health Insurance Plan Renewal Discussion
- V. Next meeting – September 2, 2025
- VI. Adjournment



CHAMPAIGN COUNTY LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE AGENDA

MINUTES – *Subject to Approval*

DATE: Tuesday, August 19, 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	Jon Cagle
Suzanne Brock	Micah McMahon
Wade Lorenz	Beth Vanichtheeranont
Angela Lusk	Travis Woodcock
DeShonna Matthew	Jilmala Rogers
Micah McMahon	Brad Wakefield
John Naese	
Tami Ogden	
Cece Phillips	
Jennifer Sims	
Steve Summers	
Jarod Tinsley	
Travis Wilson	
Michelle Jett	
Janae Wischart	

County Staff: Megan Robison and Briana Farrar (recording secretaries),
Melvin Stevens (Assistant State's Attorney)

Others Present: Shannon Garrett (Gallagher Benefit Services)

AGENDA

I. Call to Order

Co-Chair Matthew called the meeting to order at 3:01 p.m.

II. Roll Call

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

III. Approval of Minutes– August 5, 2025

MOTION by Mr. Wilson to approve the minutes of August 5, 2025; seconded by Mr. Summers. Upon vote, **MOTION CARRIED** unanimously.

IV. Health Insurance Plan Renewal Discussion

Ms. Garrett is currently waiting for further information about the other options that are available to the County. Ms. Garrett discussed the relationship make-up of the high-cost claimants noting that it is worth discussing a spousal carve out option.

Ms. Jett asked how the carve out and surcharge options. Ms. Garrett explained it would be up to the County and described the implementation process utilizing the Gallagher Compliance Team and a third-party auditor working in conjunction with the County.

Ms. Ogden asked if the carve out would kick dependents off if they had other insurance options. Ms. Garrett explained that there are regulations protecting child and disabled adult dependents and while children may be high frequency claimants, they are not typically high-cost claimants. Typically, carve outs are for spouses not dependents.

Committee members discussed how difficult the carve out could be for the lower salary grade employees causing issues for recruitment and retention. Ms. Garrett explained that the County could grandfather in currently employees if they wished to do so. Committee members expressed they are not necessarily for the carve out but are willing to explore the option.

Ms. Garrett moved on to discussing the medical claim expense distribution, explaining the decision to have a Health Care Account (HCA) has benefited the County financially and they may want to consider a higher deductible due to only 10% of claimants surpassing the current \$5000 deductible. This would continue to put the risk on the county instead of the employees. Ms. Jett clarified that no one wants to drop the HCA/HRA (Health Reimbursement Account) for FY26.

V. Next meeting – September 2, 2025

Committee requested a special meeting on August 26, 2025, to hold discussions for recommendations prior to the September 2, 2025, meeting.

VI. Adjournment

Co-Chair Matthew adjourned the meeting at 3:55 p.m.