



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

Wednesday, September 10, 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
 - A. August 26, 2025
 - B. September 2, 2025
- IV. Discussion – Renewal Options
- V. Nomination and vote for open co-chair position (Labor)
- VI. Next meeting – September 16, 2025
- VII. Adjournment



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

8 MINUTES – Subject to Approval

9 DATE: Tuesday, August 26, 2025
10 TIME: 3:00 p.m.
11 PLACE: Shields-Carter Meeting Room
12 Bennett Administrative Center
13 102 E. Main St., Urbana, IL 61801

14 Committee Members:

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

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

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18 Others Present: Shannon Garrett (Gallagher Benefit Services)

19 AGENDA

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21 I. Call to Order

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23 Co-Chair Matthew called the meeting to order at 3:05 p.m.

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25 II. Roll Call

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27 Roll Call was taken, and a quorum was declared present.

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29 Mr. Naese entered the meeting at 3:07 p.m.

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31 III. Approval of Minutes– August 19, 2025

Mr. McMahon noted that his name appeared as both present and absent, he requested to amend the minutes to remove his name from the present list. **MOTION** by Ms. Lusk to approve the minutes from August 19, 2025, with Mr. McMahon's requested amendment; seconded by Ms. Phillips. Upon vote, the **MOTION CARRIED** unanimously.

IV. Health Insurance Plan Renewal Discussion

Ms. Garrett expressed that this year has been a worst-case scenario, and she is hoping next year will be better. Ms. Garrett informed the committee that Blue Cross Blue Shield (BCBS) has declined the request for a rate cap for the next year. There will be no rate relief if the committee does move ahead with a carve-out and recommended that the County do a Dependent Eligibility Audit for insights and to assess how many spouses are using the County plan as secondary insurance. Ms. Jett asked if the audit can be done, and no action taken from its findings. Ms. Garrett noted that dependents added illegally are often found during these types of audits and if these instances are found, action will have to be taken.

BCBS has granted a one-time \$75,000 wellness credit to support the implementation of possible wellness consulting in efforts to stabilize the health of the group. The credit is not contingent upon adding wellness consulting and that it is up to the County to determine whether they want to add wellness consulting or pass the savings on to their membership.

Ms. Garrett shared emergency care usage and suggested that the committee consider adjusting the way Urgent Care (UC) is billed and increase the cost of Emergency Room visits (ER) to steer the membership to UC noting that almost 32% of emergency room visits were potentially non-emergent. Ms. Garrett shared that UC claims are much smaller than ER claims. The committee members held extensive discussions about this option noting that the amount of UCs available is dropping due to OSF ending services in our area, lack of pharmacy availability, Carle fee schedules and billing practices, and being turned away at local UCs and told to go to the ER. The committee asked if there was a way to ensure that if employees go to UC first and are referred to ER that they will not be penalized.

Management asked what union members would find more palatable; change or maintaining the status quo.

Ms. Vanichtheeranont left the meeting at 4:00 p.m.

The committee members went into caucus at 4:05 p.m.

The committee members resumed open session at 4:16 p.m.

The union members indicated they were more interested in keeping the status quo. Ms. Jett clarified they find it more palatable to keep copays and accept the 30% premium increase. Mr. McMahon clarified no copays would apply after meeting \$2000 out-of-pocket. Ms. Matthew asked why the disinterest in changes and outlined potential outcomes of raising premium costs 30%.

77 Ms. Garrett informed the committee that she is still awaiting a response from the
78 Intergovernmental Personnel Benefit Cooperative (IPBC). The committee asked if it would
79 be possible for a representative to attend a meeting to gain clarity about what would be
80 expected of the County.
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82 **V. Next meeting – September 2, 2025**

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84 The next meeting will be September 2, 2025.
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86 **VI. Adjournment**

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88 Co-Chair Matthew adjourned the meeting at 4:31 p.m.



CHAMPAIGN COUNTY
LABOR/MANAGEMENT HEALTH INSURANCE COMMITTEE AGENDA
Tuesday, September 2, 2025 - 3:00 p.m.

Shields-Carter Meeting Room
Bennett Administrative Center
102 E. Main St., Urbana, Illinois

8

MINUTES – Subject to Approval

DATE: Tuesday, September 2, 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	Angela Lusk
Wade Lorenz	Cece Phillips
DeShonna Matthew	Jennifer Sims
Micah McMahon	Steve Summers
John Naese	Jarod Tinsley
Tami Ogden	Travis Wilson
Beth Vanichtheeranont	Jilmala Rogers
Travis Woodcock	Brad Wakefield
Michelle Jett	Janae Wischart

County Staff: Briana Farrar (recording secretary)

Others Present: Shannon Garrett (Gallagher Benefit Services)

AGENDA

I. Call to Order

Co-Chair Matthew called the meeting to order at 3:04p.

II. Roll Call

Co-Chair Matthew noted the absence of a quorum. Since the Broker was present, the Committee members wanted to hear the most recent update regarding the renewal.

III. Approval of Minutes– August 26, 2025

No action taken in the absence of a quorum.

IV. Discussion – Renewal Options

Ms. Garrett informed the committee the Intergovernmental Personnel Benefit Cooperative (IPBC) declined to quote at this time and are looking into the possibility of quoting in the future.

Ms. Vanichtheeranont entered the meeting at 3:13 p.m.

Ms. Garrett expressed there is no good way to replicate what was done last year. Ms. Jett noted that it seems that the current proposal is doubling the risk exposure to the County. Ms. Garrett clarified that the County would be doubling the risk exposure, but it would be extremely unlikely that everyone on the plan crosses the out-of-pocket maximum.

Ms. Jett asked if the County could go back to the Blue Cross Blue Shield (BCBS) HCA. Ms. Garrett explained that there is not enough time to reset that plan up in time for January 1 and it depends on what the committee decides regarding copays and the HCA cannot cover copays. The committee can either stick with what they have now with Flex which reimburses copays or have the copays continue like it had been but reimbursing copays from HCA is not allowable.

Mr. McMahon asked if there is a way to see what the County stance is on the plan options as it is coming down to the wire. He would like to consult his membership prior to voting. Ms. Jett reviewed the deadlines and stated that two more meetings should be scheduled to allow for the discussions with membership.

V. Approval of FY2026 Health Insurance Option

No action taken in the absence of a quorum.

VI. Nomination and vote for open co-chair position (labor)

No action taken in the absence of a quorum.

VII. Approve 2026 Calendar of Meetings

No action taken in the absence of a quorum.

VIII. Next Meeting

Meeting set for Wednesday, September 10, 2025, at 3:00 p.m. with Ms. Garrett appearing virtually to answer any questions. Meeting set for Tuesday, September 16, 2025, at 3:00 p.m. with Ms. Garrett appearing in person.

IX. Adjournment

Co-Chair Matthew adjourned the meeting at 3:34 p.m.