

**MEETING OF THE HEALTH BENEFITS COMMITTEE OF THE RETIREMENT BOARD OF
THE COUNTY EMPLOYEES' AND OFFICERS' ANNUITY AND BENEFIT FUND OF COOK
COUNTY AND EX OFFICIO FOR THE FOREST PRESERVE DISTRICT EMPLOYEES'
ANNUITY AND BENEFIT FUND OF COOK COUNTY**

**70 West Madison, St, Suite 1925
Chicago, Illinois 60602
9:30 a.m.**

Minutes for the August 11, 2022 Meeting

The County Employees' and Officers' Annuity and Benefit Fund of Cook County and the Forest Preserve District Employees' Annuity and Benefit Fund of Cook County Fund are herein collectively referred to as the "Fund." All committee recommendations are preliminary in nature and subject to review and approval by the full Retirement Board.

Call to Order and Roll Call:

Trustee Committee Members Present: Patrick McFadden (Chair), Stephen Hughes, Tracy Reed, Lawrence Wilson

Non-Committee Trustees Present: Joseph Nevius

Staff Present: Brent Lewandowski, Director, Member Services; Michael Maratea, Director, Finance; Rachelle Howliet, Senior Health Benefits Specialist; Tonya Jackson, Health Benefits Specialist; Francis Gonzalez-Crussi, Senior IT Manager

Others Present: Dan Levin, Segal Consulting; Thomas Wyszomirski, Segal Consulting

It was moved by Trustee Reed and seconded by Trustee Hughes, the requirements of Section 7 of the Open Meetings Act being satisfied, that Trustee Nevius be allowed to participate in the Board meeting by an audio or video conference connection.

Vote Result: MOTION ADOPTED BY VOICE VOTE

Chairman McFadden asked if anyone present would like to address the Committee. There being no public comment, the meeting continued.

1. Review and Consideration of:
 - a. July 29, 2022, Health Benefits Committee Meeting Minutes

It was moved by Trustee Hughes and seconded by Trustee Reed that the presented minutes of the Health Benefits Committee on July 29, 2022, be adopted.

Vote Result: MOTION ADOPTED BY VOICE VOTE

2. Review and Consideration of Health Plan Rates for 2023

Brent Lewandowski, Director of Member Services, stated that representatives from Segal had prepared a presentation of the aggregate projected health benefit costs for 2023. The Committee could consider various cost share percentages and Segal would be able to demonstrate during the meeting the impact that the various percentages would have on member rates and the Fund's costs.

Dan Levin of Segal Consulting stated that the 2023 health benefit expenses were projected to be \$99.7M. He described the historical cost-share percentages and rates that have been used by the Fund. The Committee considered the different projections for the health care rates that were presented by Segal and the impact on annuitants for increases in health care rates. The Committee also discussed the projected health care expenses for 2023, the costs that had been subsidized by the Fund in recent years and the savings that had been achieved in prior years due to plan changes.

The Committee also discussed that beginning on January 1, 2019, all participants in the health plan who had attained 65 years of age were required to be enrolled in Medicare Part A and Medicare Part B. Annuitants who did not contribute to Medicare while they were employed were not eligible to receive benefits under Part A without paying a premium and were required to purchase coverage under Medicare Part A. The Committee discussed that the Fund had allowed such annuitants to participate in the health care plan at reduced monthly rates which would help offset their costs to purchase Medicare Part A. It considered that a \$65 deduction in the monthly rates for such annuitants would be remain the same. Chairman McFadden proposed that in the next newsletter the Fund could highlight options for members with less than 40 quarters paid into Medicare.

The Committee discussed whether plan design changes would be considered for 2023. After a summary of the current plan design benefits, Segal recommended no changes to the plan for 2023. A discussion ensued regarding the changes to subsidies. Because of the change in subsidy rates for 2022, the premium cost increased for non-Medicare participants and decreased for Medicare participants. The Committee discussed what the long-term view on changes to subsidy rates would be, and it was determined that the Committee would be in a better position to determine a long-term goal when statutory funding was resolved. Segal reported to the Committee that the subsidy was 52% in 2015, and trended down to 44% in 2022.

The Committee discussed next year's health benefit topics including a \$65 subsidy to all Medicare participants, the impact of the Inflation Reduction Act, and a Spring Health Benefits Committee Meeting to discuss plan design changes.

It was moved by Trustee Hughes and seconded by Trustee Reed that the Health Benefits Committee recommend to the Board that the annuitants' and survivors' benefits rates for the CCPF Health Plan as proposed and prepared by Segal Company be approved effective January 1, 2023, through December 31, 2023.

Roll Call Vote:

AYES: Hughes, McFadden, Reed, Wilson

NAYS: None

Vote Result: MOTION ADOPTED

It was moved by Trustee Hughes and seconded by Trustee Reed that the Health Benefits Committee recommend to the Board that the Fund provide a monthly premium deduction of \$65 as proposed and prepared by Segal Company from the Medicare Choice Plan and Choice Plus Plan rates for those participants who are required to purchase Medicare Part A in order to participate in the health care plan effective January 1, 2023 through December 31, 2023.

Roll Call Vote:

AYES: Hughes, McFadden, Reed, Wilson

NAYS: None

Vote Result: MOTION ADOPTED

3. Review and Consideration of Dental Plan Renewal with Guardian Life Insurance Company of America

The Director of Members Services presented the Voluntary Dental Plan Renewal rates for 2023. After recent negotiations, Guardian quoted a final offer for the 2023 renewal that reflects a 5% rate increase for the Dental PPO program and no rate changes for the Dental HMO program.

It was moved by Trustee Hughes and seconded by Trustee Reed that the Health Benefits Committee recommend to the Board that the Fund provide a continuation of the Dental Plan offered by Guardian, with no changes to the benefits or administration of the plan, at the rates presented effective January 1, 2023, through December 31, 2023.

Vote Result: MOTION ADOPTED BY VOICE VOTE

4. Old Business/New Business

There was no old business or new business discussed.

5. Adjournment

It was moved by Trustee Hughes and seconded by Trustee Wilson that the Health Benefits Committee meeting be adjourned.

Vote Result: MOTION ADOPTED BY VOICE VOTE