

**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 July 29, 2021 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), Diahann Goode, Stephen Hughes, Kevin Ochalla, James O'Rourke

Non-Committee Trustees Present: Joseph Nevius

Staff Present: Regina Tuczak, Executive Director; Margaret Fahrenbach, Legal Advisor; Gary LeDonne, Director, Benefits Administration; Jodi Weinstein, IT Administrator

Others Present: Sarah Boeckman, Burke Burns & Pinelli; Dan Levin, Segal, Tom Wyszomirski, Segal

It was moved by Trustee O'Rourke 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. May 18, 2021, Health Benefits Committee Meeting Minutes
  - b. May 18, 2021, Transcript of Health Benefits Committee Meeting

It was moved by Trustee Goode and seconded by Trustee Ochalla that the presented minutes of the Health Benefits Committee on May 18, 2021, be adopted and that the transcription of the Microsoft Teams recording of the Health Benefits Committee on May 18, 2021, be accepted and filed.

Vote Result: MOTION ADOPTED BY VOICE VOTE

2. Review and Consideration of Health Plan Rates for 2022

Regina Tuczak, Executive Director, stated that representatives from Segal had prepared a presentation of the aggregate projected health benefit costs for 2022. 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 2022 health benefit expenses were projected to be \$99.8M. He described the historical cost-share percentages and rates that have been used by the Fund. By using its interactive presentation, Segal demonstrated for the Committee how various changes in the Fund's cost share would impact the annuitants' and survivors' rates. 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 2022, 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 discussed that the annuitants' and survivors' cost shares could be set at 56% for all tiers and that Segal would provide the premium rates for 2022 based upon that determination.

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 appropriate.

The Committee discussed that brand-name prescriptions to treat identified conditions had been removed from coverage under the health care plan due to their high costs. Because generic forms of these medications were now available at lower costs than for the brand-name prescriptions, the Committee considered including the generic medications on the plan.

It was moved by Trustee O'Rourke and seconded by Trustee Ochalla that the Health Benefits Committee recommend to the Board that the annuitants' and survivors' benefits rates be set so that a similar cost share percentage be used across all rate tiers and Medicare enrollment status for both the Choice Plan and Choice Plus Plan effective as of January 1, 2022 through December 31, 2022.

Vote Result: MOTION ADOPTED BY VOICE VOTE

It was moved by Trustee O'Rourke and seconded by Trustee Goode that the Health Benefits Committee recommend to the Board that the Fund provide a monthly premium deduction of \$65 from the Medicare Choice Plan and Choice Plus Plan rates for those participants that are required to purchase Medicare Part A in order to participate in the health care plan.

Vote Result: MOTION ADOPTED BY VOICE VOTE

It was moved by Trustee O'Rourke and seconded by Trustee Goode that the Health Benefits Committee recommend to the Board that the health care plan be amended effective January 1, 2022 to include the identified generic drugs with the pharmaceutical benefits provided.

Vote Result: MOTION ADOPTED BY VOICE VOTE

3. Review and Consideration of Health Benefits Guide for 2021

The Executive Director stated that a Health Benefits Guide for 2021 had been provided for the trustees' review. She stated that references to "the last employer rule" as a condition to enrollment in the health plan had been removed. She added that the guide had previously stated that exhaustion of COBRA coverage under another employer plan is not excluded as a qualifying event, however, such provision was modified in the 2021 guide such that annuitants whose COBRA coverage had ended would be allowed to enroll in the plan outside the open enrollment period.

It was moved by Trustee Goode and seconded by Trustee O'Rourke that the Health Benefits Committee recommend to the Board that the presented 2021 Health Benefits Guide be approved and posted to the Fund's website and otherwise be distributed as might be requested by a member

Vote Result: MOTION ADOPTED BY VOICE VOTE

4. Update on CVS Matters

The Executive Director reported that the Fund participated in a coalition with other Chicago municipal agencies in a request for proposals to engage a pharmacy benefit manager ("PBM"). CVS was the successful candidate and had provided rates for services from 01/01/2019 through 12/31/2021 for non-Medicare participants. Recently, CVS proposed pricing to the participating agencies for a two-year renewal. The proposal was being analyzed by Segal Consulting.

The Fund was the only member in the coalition that provided retiree health care benefits, so the Fund negotiated with CVS for benefits to be provided to Medicare participants from 01/01/2019 through 12/31/2021. CVS had recently provided information to the Fund for a two-year renewal of PBM services, which was under review by Segal.

5. Old Business/New Business

There was no old business or new business discussed.

6. Adjournment

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

Vote Result: MOTION ADOPTED BY VOICE VOTE