

07/28/2009

Cape Elizabeth Health Insurance Review Committee

7:00 p.m.

Jordan Conference Room

Meeting called by:	Committee	Type of meeting:	Organizational, first meeting
Facilitator:	Open	Note taker:	M. Sturgis
Timekeeper:	None		
Attendees:	Jim Rowe, Penny Jordan, Mary Townsend, David Hillman, Beth Richardson, Alan Barthelman, Pauline Aportria, Matthew Sturgis		
	Excusedt: Jim Walsh, Kyle Parrish		

Please read: N/A

Please bring: N/A

Minutes

Agenda item:	Selection of Chair	Presenter:	
Discussion:	Each member discussed his or her background and experience leading up to this Committee. Al Barthelman nominated David Hillman as Chair, Mary Townsend second. No other nominations put forward, and David Hillman was elected unanimously as Chair.		

Conclusions: David Hillman Elected Chair of Committee.

Agenda item:	Selection of secretary	Presenter:	
Discussion:	Matthew Sturgis selected as secretary no vote required		

Agenda item:	Identify Goals of Committee	Presenter:	
Discussion:	Discussion was surrounding the charge of the Committee, and why was it formed? Jim Rowe explained it was initially budget based, in order to understand a significant expenditure of the Town, and to make sure the Town was getting a great service at a competitive price. Beth R. noted that the issue was brought up by citizens at times during the budget discussion. David H. sees the charge as an opportunity to review our plans to determine if they are effective, to retain the best employees, and to do so at a price that is best for Cape Elizabeth. Important to invite Union Rep's to keep them informed. Consensus by Committee. The Committee reviewed the information supplied in their packets.		

Conclusions: Compile spreadsheet identifying the plans, employer/employee contribution, cost of plans (Town and School), Number of insured under each plan, and get a copy of the dental insurance information.

Action items	Person responsible	Deadline
✓ Spreadsheet containing information on plans as identified in conclusions	Matthew Sturgis	
✓ Obtain Dental plan information	Matthew Sturgis	
✓ Send letter to Union Representatives stating the objectives of the committee and inviting the Unions to the meetings as ex-officio, non voting members. Mary T. will contact the Cape Elizabeth Education Association, Penny J. will contact the Police Union, and Matt S. will contact the Public Works Union. (Motion by D. Hillman, second M. Townsend, unanimous)	Beth Richardson Mary Townsend Penny Jordan Matthew Sturgis	

Agenda item: General Discussion of Health Insurance

Presenter:

Discussion: Much discussion of the existing plans, who is covered, and the process of how the plans are negotiated. Discussion on how the plans are negotiated, Maine Education Association (MEA) for the School employees, and MMA Health Trust (MMAHT) for Municipal employees. MEA has not changed for over 50 years, while MMA HT has more often.

The Committee would like to hear from both plans to understand how we arrived where we are today. Pauline stated the MEA Benefits Trust Exec. Director is willing to come, and Matt indicated the MMAHT is as well.

Conclusions: Send letter to MEA and MMAHT requesting information on what benefits the Town / School currently have, what was the process of negotiating these benefits, and how did each organization get approval / buy in from their members. The Committee would first like answers in writing, then would like each organization to send a representative down in person for further discussion. (Motion D. Hillman, second M. Townsend, unanimous)

Action items	Person responsible	Deadline
✓ Craft a letter to the MEA and MMHT consistent with the motion	Matthew Sturgis	
✓		

Resources: Information packet supplied with preliminary information on contracts, insurance plans, and other related documentation.

Special notes: General discussion notes:

There were general discussion points that focused on receiving plan information and Committee members looking to gain a better understanding of the plans. Some discussion was surrounding putting the health benefit out to a competitive bid process and then sharing the savings if there is a better plan and price available to aid in employee buy in. The concept of health savings accounts was discussed, as well as the concept of plans with high deductibles with strong preventive care components to reduce exposure over the long haul.

The committee also identified that their goal is not just saving money. The goal is to have programs in place that attract employees, but are cost effective. Additionally, the Committee discussed that they are not in a bargaining role, just in an informational capacity, and any report and recommendations that come from this review will require education of the recipients of the information.

Finally, the committee sets their meeting dates to be as follows:

August 20, 2009, September 10, 2009, October 1, 2009, October 22, 2009, November 12, 2009, and December 3, 2009

The goal of the committee is to have a deliverable to the Council in December 2009.
