

**FRANKLIN-ESSEX-HAMILTON SCHOOL DISTRICTS'  
HEALTH INSURANCE CONSORTIUM**

**JOINT GOVERNING BOARD MEETING**

**DATE:** November 16, 2006

**LOCATION:** North Franklin Educational Center, Malone, NY

**KIND OF MEETING:** Regular

**MEMBERS PRESENT:** Daniel Bower, Mary Car (left at 12:20 P.M.), David DeSantis, Dean Dietrich, Patricia Dovi, Patricia Godreau, Paul Harrica, Keith Hazen, Robin Jones, Michael Kilroy, James Kordziel, Philip LePage, Mary Moore, Christopher Nye, Pamela Savard, Kent Walrath, Tim Whipple, Dana Wood (left at 12:15 P.M.)

**MEMBERS ABSENT:** None

**OTHERS PRESENT:** Stephanie Bannon, Secretary  
Patrick Calnon, Plan Coordinator  
Patrick Cowburn, KBM Account Representative  
Susan Klug, NYSUT Representative  
Celeste Norman, NYSUT Representative  
Stephen Shafer, Supt., Malone Central School  
Karen Sullivan, NYSUT Representative  
Rick Swanston, FEH BOCES Representative  
Lynne Williams, Excellus BC/BS Representative

**CALL TO ORDER:** Co Chairperson Bower called the meeting to order at 9:45 A.M..

**APPROVAL OF MINUTES:** Co Chairperson Bower asked for a motion concerning the minutes of the October 26, 2006 meeting. Paul Harrica moved, seconded by Dana Wood that the minutes be approved.  
Yes - 17  
No - 0,  
Abstain – 1 (Keith Hazen), motion carried

**EXCELLUS BC/BS REPORT:** Lynn Williams reviewed indemnity changes with several options and indicated the projected savings for each. Ms. Williams also gave several options that included physicals for individuals aged 20 to 49 years old. She also explained the difference between an Indemnity Plan and a PPO. A request was made for Ms. Williams to bring a list of procedures that typically would not be covered under a PPO Plan.

The Employee Group requested a caucus at 10:15 A.M. They returned at 10:40 A.M.

Discussion ensued regarding the option of keeping the PPO Plan on the table for the future. It was stated that if a PPO Plan was put in place, it could be done during a three-year agreement and would not necessarily need to be implemented on January 1, 2008.

A request was also made for Ms. Williams to begin to develop a draft of a PPO Plan that matches our current plan.

**CAREMARK:**

Plan Coordinator Patrick Calnon distributed copies of the Caremark 2007 Savings Projections and Extended Cost Share Projections which gave several suggested plan design changes with projected cost savings.

**KBM REPORT:**

Patrick Cowburn indicated he did not have any additional information to present since the last meeting.

Dana Wood left at 12:15 P.M.

Mary Carr left at 12:20 P.M.

**PRELIMINARY LIST OF  
PLAN DESIGN CHANGES  
THAT MAY BE  
CONSIDERED:**

Patrick Calnon presented a power point presentation on a report that had been distributed to the JGB members previously. He reviewed several options such as plan design changes, employee cost share, increase in premiums, etc. to achieve the amount that would be needed to keep the plan on track.

Lunch was served at 12:20 P.M.

Meeting reconvened 1:25 P.M.

Dean Dietrich addressed the Board and indicated that the Employee Group had agreed with the Employer Group to the following:

- 1) 18% was a reasonable percentage to maintain;
- 2) A term of a three-year plan agreement including an option to change to a PPO Plan within the three-year period may be considered;
- 3) Agreed on the negotiable amount calculated by Patrick Calnon

Mary Moore moved, seconded by Paul Harrica that the Union Presidents be authorized to attend the December 13<sup>th</sup> Joint Governing Board meeting.

Yes - 15

No - 0

Abstain – 1 (Keith Hazen), motion carried

All members were asked to e-mail or call Stephanie Bannon with the number of Union Presidents who would be attending.

Dean Dietrich gave a power point presentation on the cost comparison for employee versus employer cost share for the last three years. He indicated that the employer cost share had increased 21.8% over the last three years and the employee costs had increased by 34.4%. He also indicated that the Consortium was 10% below the average.

A request was made to Patrick Calnon to revise the benefit plan changes to include 5%, 10% and 15%.

The next meeting is scheduled for December 13, 2006 at the Adirondack Educational Center. A meeting was also scheduled for January 10, 2007 to be held at the North Franklin Educational Center.

**AGENDA FOR NEXT MEETING:**

Major issues to be discussed at the next meeting scheduled to be held on December 13, 2006 at 9:30 A.M. at the Adirondack Educational Center are as follows:

- Discussion of Health Plan 2007- 2010
- Response to Employee Request Regarding Percent of Cost Share
- Illustration of Income Tiered Premium Contribution
- Review of Potential Plan Design Changes
- Open Discussion

**ADJOURNMENT:**

Michael Kilroy moved, seconded by Paul Harrica that the meeting be adjourned.

Yes – 15

No - 0

Abstain - 1 (Keith Hazen), motion carried

Meeting adjourned at 1:50 P.M.

These minutes approved 12/13/06

Stephanie P. Bannon  
Stephanie P. Bannon, Secretary