Item #4:

Resolution Authorizing Health Insurance & HSA Contribution

Binding Of Coverage Through *Blue Cross Blue Shield*

12/02/15

VILLAGE OF LONG GROVE
RESOLUTION NO. 2015-R-__

RESOLUTION AUTHORIZING A HIGH DEDUCTIBLE HEALTH INSURANCE POLICY WITH BLUE CROSS BLUE SHIELD & PARTIALLY FUNDING HEALTH SAVINGS ACCOUNTS FOR ALL FULL-TIME EMPLOYEES

WHEREAS, the Village annually requests competitive bids for health insurance providers in an effort to control annual Village expenses; and

WHEREAS, the Village has provided high deductible PPO health insurance to all full-time employees; and

WHEREAS, all full-time employees contribute toward 10% of their individual health care premiums to reduce Village expenses; and

WHEREAS, the Village obtained proposals for high deductible Blue Cross Blue Shield PPO health insurance for all full-time employees that significantly reduced the annual premium for the Village and encourages employees to continue and proactively manage their health care decisions further reducing future premiums for the Village; and

WHEREAS, in recognition of, and in an effort to minimize, the potential increased financial exposure by the full-time Village Employees under the high deductible Blue Cross the Village established individual Health Savings Accounts ("***HSA***") for all full-time Village Employees; and

WHEREAS, in 2014 the selection of the Blue Cross Blue Shield High Deductible Health Insurance PPO and partially funding the HSA's for all Full-time Village Employees reduced Village annual health insurance expenses by $14,830; and

WHEREAS, in order to encourage the utilization of HSAs by full-time Village Employees, the Village partially funded each full-time Village Employee's HSA in the amount of $5,500 for year 2015, (the "***Full Family HSA Option***"); and

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WHEREAS, as an alternative to the Full Family HSA Option, the Village also partially funded any full-time Village Employee's HSA for the benefit of such employee and a spouse or a child in the amount of $2,000 for year 2015, (the "***Partial Family HSA Option***"); and

WHEREAS, the continued selection of the Blue Cross Blue Shield High Deductible Health Insurance PPO and the Village's continued partial funding the HSA's for all Full-time Village Employees as funded in 2015 will continue to help control Village health insurance expenses in 2016; and

WHEREAS, the President and Board of Trustees, being fully advised in the premises, have determined that it is in the best interests of the Village and its residents to approve the Blue Cross Blue Shield High Deductible Health Insurance PPO and to continue to partially fund the HSA accounts for all Full-time Village Employees in 2016;

NOW, THEREFORE, BE IT RESOLVED BY THE PRESIDENT AND BOARD OF TRUSTEES OF THE VILLAGE OF LONG GROVE, LAKE COUNTY, ILLINOIS, AS FOLLOWS:

Section 1: **Authorization**. The Village President and Board of Trustees hereby approve the Blue Cross Blue Shield High Deductible PPO Health Insurance Plan and to partially fund each full-time Village Employee's HSA based on either the Full Family HSA Option or the Partial Family HSA Option, as selected by each full-time Village Employee. The President and Board of Trustees authorize the Village Manager to execute contracts on behalf of the Village consistent with this Resolution.

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Section 2: **Effective Date**. This Resolution shall be in full force and effect from and after its passage and approval in the manner provided by law.

PASSED this 8th day of December, 2015.

AYES: (_)
NAYS: (_)
ABSTAIN: (_)

APPROVED this 9th day of December, 2015.

_____
Village President, Angela Underwood

ATTEST:

_____
Village Clerk, Heidi Locker-Scheer

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Village of Long Grove
Medical Plan Comparison
Effective 01/01/2016

		Current	Renewal	Out of Pocket Risk		
Carrier Name		**BlueCross BlueShield of IL**	**BlueCross BlueShield of IL**	**1 Person**	**2 person**	**3 person**
Plan Name		**Plan G512PPO/HSA**	**Plan G512PPO/HSA**			
		In Network / Out of Network	**In Network / Out of Network**			
Deductible		Embedded	Embedded	1 Person	2 person	3 person
Individual		$2,600 / $5,200	$2,600 / $5,200	$2,500		
Family		$6,000 / $12,000	$6,000 / $12,000		$5,000	$6,000
Coinsurance		90% / 70%	90% / 70%			
Out of Pocket Maximum						
Individual		$3,500 / $7,000	$3,500 / $7,000	$3,500		
Family		$10,500 / $21,000	$10,500 / $21,000		$7,000	$10,500
Provider Network		Participating Provider Organization (PPO)	Participating Provider Organization (PPO)			
Office Visit Copay		90% / 70%	90% / 70%			
Specialist Visit Copay		90% / 70%	90% / 70%			
Preventive Care		100% In Network	100% In Network			
Inpatient Hospital		90% / 70%	90% / 70%			
Emergency Room Copay		90% after deductible	90% after deductible			
Prescription Drug Card		90% after deductible	90% after deductible			
Medical Premium	**P1**					
David Lothspeich	**1**	**$1,852.59**	**$2,124.49**			
James Hogue	**1**	**$1,711.70**	**$1,865.98**			
Sherry Shlagman	**1**	**$1,143.94**	**$1,225.30**			
Monthly Premium	**3**	**$4,708.23**	**$5,215.77**			
Annual Premium		**$56,498.76**	**$62,589.24**			
Monthly Premium $ Change			**$507.54**			
Annual Premium $ Change			**$6,090.48**			
Premium % Change			**10.78%**			

*The information provided is for illustrative purposes only. Final rates and premiums are provided by the insurance carrier. Please review the Summary Plan Description for a detailed list of all benefits and the limitations for specific coverage's.