

**PERSONNEL COMMITTEE  
CITY OF RAMSEY  
ANOKA COUNTY  
STATE OF MINNESOTA**

The Personnel Committee conducted a regular meeting on Tuesday, September 27, 2011, in the Trott Brook Room at the Ramsey Municipal Center, 7550 Sunwood Drive NW, Ramsey, Minnesota.

Members Present:                   Chairperson Colin McGlone  
  Councilmember Sarah Strommen  
  Councilmember Jason Tossey

Also Present:                       Human Resources Representative Colleen Lasher  
  Deputy City Administrator Heidi A. Nelson  
  Yvonne Johnson, Gallagher Benefits Services

**CALL TO ORDER**

Chairperson McGlone called the regular meeting of the Personnel Committee to order at 5:02 p.m.

**CITIZEN INPUT**

None

**APPROVE AGENDA**

Motion by Councilmember Tossey, seconded by Councilmember Strommen to approve the agenda as presented.

Motion carried. All present voted in favor.

**4.1 Consider a Resolution to Select a 2012 Health Insurance Carrier**

Human Resources Representative Lasher introduced Yvonne Johnson of Gallagher Benefits Services. Ms. Lasher stated the purpose of this case is to discuss the City's 2012 health insurance options. The City has been with HealthPartners since 2008. During this time, there have been three large increases – 14% in 2009, 18% in 2010 and 17% in 2011. Ms. Lasher continued that for 2012, Ms. Johnson was able to include the City of Ramsey in with the LOGIS bidding process to join Blue Cross and Blue Shield. She noted that in previous years, both Blue Cross Blue Shield and Medica declined to bid on the City because of our high loss ratios. She explained that with the LOGIS group, the City would realize several benefits, such as tiered plan options, four years of rate caps, two networks to choose from, less expensive basic life insurance, and more plan options than were offered in the past. She added the City could be locked in for

four years – through 2016 without having to sign a contract. Ms. Lasher reported that HealthPartners did come in with an attractive renewal and briefly reviewed their plan. She stated staff is looking for direction on health plan carriers.

Yvonne Johnson, Gallagher Benefits Services, gave a brief history of LOGIS and noted that they are a very stable group. She added that she did not know if the ability to get into this pool would be a long-term opportunity. She talked about the membership and the size of the pool. She touched more on the plan choices and the network choices as well as the rate caps, which are guaranteed at a not to exceed percentage. Ms. Johnson commented that, based on prior experience, this is a very attractive offer to consider. She reported that the rate may even drop by a half percent due to enrollment size and that she believes the size requirement has been met – but she would have to check to be sure. Ms. Johnson added another benefit is titled “online care anywhere” and it is being offered free for a year. She noted the plan designs are slightly different and gave an overview of some of the plans offered, the different co-pays, and that all options pay 100% after the deductible.

Councilmember Tossey stated we should look into joining this LOGIS Group – the increases will be less and it’s a known rate for the next four years, which makes budgeting easier.

Councilmember McGlone commented that the City’s experience rating is not good, however, he did not see the 2013, 2014, 2015, and 2016 as a guarantee. Ms. Johnson replied it is a not to exceed guarantee – it could go down but it will not exceed a certain amount.

Councilmember McGlone asked what number is needed to get to that next level. Ms. Johnson reiterated that she thinks that number has been met.

Human Resources Representative Lasher clarified that the numbers that would drop those rates by a half percent are not necessarily coming from the City of Ramsey; it’s coming from the total pool.

Councilmember McGlone stated that we have done plan design changes in the past and now it looks like we would be losing that capability.

Ms. Johnson responded that HealthPartners is not allowing the City to make any changes. LOGIS has a range of designs to choose from – approximately 10 – but you really cannot tweak those.

Upon an inquiry by Councilmember McGlone, Ms. Johnson explained how the experience rating works when you are in a pool.

Councilmember Strommen suggested we are really benefitting from this; it seems like a really good deal for the City.

Councilmember McGlone asked if we are locking down for a four-year period to which Ms. Johnson replied no, individual cities are on a year-to-year basis.

Motion by Councilmember Tossey, seconded by Councilmember Strommen to recommend City Council adopt a resolution to change the 2012 health insurance carriers to Blue Cross Blue Shield through the LOGIS group, including Hartford Insurance for basic life insurance.

Motion carried. Voting Yes: Chairperson McGlone, Councilmembers Tossey and Strommen. Voting No: None.

## **ADJOURNMENT**

Motion by Councilmember Tossey, seconded by Councilmember Strommen to adjourn the meeting.

Motion carried. All in favor. The regular meeting of the Personnel Committee adjourned at 5:17 p.m.

Respectfully submitted,

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Colleen Lasher  
Human Resources Representative

## **ATTEST:**

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Jo Ann M. Thieling  
City Clerk

*Minutes drafted and transcribed by Jo Thieling, City Clerk*