

Minutes from December 8, 2011
Special Fire Board Meeting
Black Canyon Fire District

- ITEM I:** *Call to Order:* The December 8, 2011 Special Fire Board Meeting was called to order at 5:34PM
- ITEM II:** *Roll Call of Board Members Present and Pledge of Allegiance:* Chairperson M. Forsythe, S. McMahon, J. Coslett, D. Kenson, and Pete Chartier. Also present: Chief Birch and E. Caldwell.
- ITEM III:** *Discuss and/or vote on an employee insurance provider for health, dental, vision and life; Blue Cross Blue Shield of Arizona, Standard Insurance Company and the Health Savings account.* <J. Coslett> motions to discuss employee insurance provider for health, dental, vision and life; Blue Cross Blue Shield of Arizona, Standard Insurance Company and the Health Savings account, <S. McMahon> 2nd the motion. <E. Caldwell> Our current health care provider is getting out of the health insurance business and Dotan (insurance agent) has been shopping around since we received the notice. Several health insurance carriers refused us and some had astronomical premiums. Surprisingly, Blue Cross Blue Shield, who normally is one of the highest, came in with a reasonable quote. One of the things we need to consider is whether to go with the \$3000 or \$4000 deductible. There is around a \$27 difference per person in the premium that the employer would pay. What that means is the employee would have to pay \$3000 or \$4000 out of pocket before Blue Cross would kick in. Then, once the deductible is met, Blue Cross will pay 90% of the contracted cost. The employee would be responsible for 10%. Currently the deductible is \$3250 with 100% paid after the deductible is met. <J. Coslett> The money the employees place in their HSA account can be used towards their deductible. The other positive thing is there will be no exclusions for pre-existing conditions for the current employees. Any new hires that have had insurance with no break in coverage will not be excluded for pre-existing conditions but if they have not had coverage, there will be an 11 month waiting period for pre-existing conditions. <E. Caldwell> Because of the anticipated increase in the cost of healthcare and the decrease in income, the District eliminated its contribution to the employee HSA program along with dental insurance. <Chief> Because the Blue Cross quote came in less than we anticipated, we will be able to reinstate both. <S. McMahon> Favors the \$4000 deductible due to anticipated rate increases and income decreases. <D. Kenson> Favors the \$3000 deductible for one year. <J. Coslett> Favors the \$3000 deductible. Reinstating the HSA and dental will benefit the employees as well as provide the District wiggle room next year when we are looking at potentially higher costs for health insurance. <P. Chartier> Originally felt the \$4000 deductible would be best but after listening to Jeri and considering the fact we are insuring young families, now agrees that the \$3000 deductible might be the better way to go. <M. Forsythe> Agrees with the majority. We have to do what is best for the District but we also have to think of our firefighters. <P. Chartier> Motions to vote on the District accepting Blue Cross Blue Shield of Arizona as the healthcare insurer with the \$3000 deductible, the District providing a \$25 contribution per paycheck per employee in their HSA accounts

and paying 50% of employee only dental insurance. <D. Kenson> 2nds motion.

Motion carries 4 – 1. correct

ITEM IV: *Public Call:* None

ITEM V: *Adjournment:* <D.Kenson> motions to adjourn the meeting; <P. Chartier> 2nds the motion.

Meeting adjourns at 5:59PM

Marilyn Forsythe

Authorized Signature

1/6/12

Date