

St. Clair County
Retirement Health Care Work Group
Agenda

Wednesday, March 16, 2011 – 4:00 p.m.
Administrative Offices Building – Conference Room B
200 Grand River, Port Huron, Michigan 48060

1. Opening Comments
2. Employee Benefits Consultant – Joseph Rankin, Plante Moran
 - A. **Summary of Prior Meeting:** At the May 2, 2011 meeting issues were discussed – a quick review is necessary for clarity and general agreement.
 - i. Issue Definition
 - ii. Issue Prioritization
 - iii. Define Charter
 - iv. Agreed Upon Procedures/Approach to Addressing Issues
 - v. Define Desired Outcome for Process
 - a. Results
 - b. Timing – Timeline for Process Completion
 - vi. Set Tentative Number of Meetings and Meeting Dates
 - vii. Establish Best Method Of Communication
 - viii. Additional Resources (Actuarial, Investment, Legal, etc.)
 - ix. Other Items
 - B. **Summary of Prior Meeting - Continued:** Detailed discussion
 - i. Benefits
 - a. Affected Parties
 - b. Protected Parties
 1. Income
 2. Tenure
 3. Time to Retirement
 - c. Design – GENERALLY DISCUSSED
 - d. Adequacy – DID NOT DISCUSS
 - e. Ability of Taxpayers to Finance – GENERALLY DISCUSSED
 - ii. Health Care – DID NOT DISCUSS
 - a. Funding Options
 - b. Long-term Strategies
 1. Control Costs
 2. Control Benefits
 3. Control Utilization
 - iii. Additional Information Requests for Further Definition
 - C. **Meeting Agenda**
 - i. Participant Prioritization Criteria – Filters
 - a) Age
 - b) Service
 - c) Age + Service
 - d) Long Service
 - e) Service until Retirement
 - f) Family Status
 - g) Retiree Status
 - h) Combination
 - ii. Benefit Alternatives – Generally
 - a) Self-Insured Health Care
 - b) Limited Benefit Plan
 - c) Prescription Drug Only Plan
 - d) Medical Expense Reimbursement Plan
 - iii. Collective Recommendations to Retiree Health Care Changes
 - iv. Study Necessary?

- D. Key Questions from prior meetings:
 - i. Does Charter need further consideration?
 - ii. Does the actuary need to perform a study with respect to “universe” of options?
 - a. Current benefits based on actual results replacing current assumptions.
 - b. Conversion of assets to a perpetuity for all participants.
 - iii. Legal assistance on issues.

- 3. Information for Next Meeting
 - A. Work Group Needs
 - B. Consultant/Actuary/Attorney Engagement

- 4. Meetings
 - A. March Schedule
 - B. Next Meeting Action Plan