

**MINUTES OF THE SPECIAL FINANCE COMMITTEE MEETING
OF THE HEARTLAND COMMUNITY COLLEGE BOARD OF TRUSTEES
HEARTLAND COMMUNITY COLLEGE
1500 W. RAAB ROAD, NORMAL, IL 61761
COMMUNITY COMMONS BUILDING, ROOM 2100
May 8, 2025
3:30 PM**

Members: Josh Crockett, Janet Hood, Laura Hughs, Noah Lamb, Tom Whitt

Others: Kaitlyn Cope-Program Assistant, Executive Office; Keith Cornille-President; Becky Ropp-Chair, Board of Trustees; Melanie Fata-Executive Director, Human Resources; Trevor Hoberty-Director, Financial Planning and Analysis; Sarah Diel-Hunt-Vice President, Enrollment and Student Services

The Finance Committee meeting was called to order at 3:33 PM by Chair Janet Hood.

PUBLIC COMMENT

None.

DISCUSSION ITEMS

FY2026 Employee Insurance Discussion (Oral)

Mr. Lamb presented. He discussed:

- HSA enhancements: One-time seeding initiative of \$1,000 for anyone who joins the QHDHP and a monthly employer contribution. Discussion ensued, including notes about a potential TPA (third-party administrator) and payroll deduction setup for employee convenience. It was generally considered a generous proposal and a positive incentive. The idea of reviewing the provider and numbers in one year was also encouraged due to the tight timeline for this year. It was discussed that there would be no seeding for new-hire employees during the insurance year.
- Wellbeing initiatives: Mr. Lamb asked for input on potential incentives for the possible requirements for preventative care, which will be 100% covered. Discussion ensued. The standard in other places is either not covering premiums without preventative care or seeding an HSA/FSA if initiatives are completed. The privacy concern of this was discussed.
- Spousal surcharges: Discussion ensued. This will move forward with a \$100/month charge.
- Preferred pharmacy network: There are two tiers of the pharmacy preference, Preferred and Non-Preferred. The Non-Preferred pharmacies would introduce a cost differential on

prescription drugs. Discussion ensued, with the idea that the College will continue to provide employees with options, even the non-preferred tier.

- Balanced drug list: BCBS/Prime will give a \$30,000 credit if we add this plan for FY2026. Some drugs would not be covered, and others would require prior authorization, but there would be an appeals process. Discussion about education on shopping around and drug alternatives would be important.
- Stop-loss insurance strategies: Different levels were discussed. The option to move the stop-loss to Alternative B, a deductible of \$135,000, was discussed. This also increases the deductible and out-of-pocket limit. The three options were reviewed again, with Alternative B being the least extreme change. Discussion ensued. The idea of incentivizing the QHDHP/HSA plan by differentiating the monthly premium on the PPO was discussed. The oddity of the deductible being similar between the PPO and QHDHP was discussed. Dr. Cornille discussed the impact of Alternative B on individual employees and college culture, emphasizing caution on these changes. Mr. Lamb agreed and emphasized that Alternative A would be a smaller, but still effective step. What changes could be made in the future, and limitations caused by changes this year, were discussed.
- Dental Renewal: Delta's one-year renewal includes an approximate 20% increase.
- Basic Life/AD&D Renewal: Sun Life's renewal has an approximate 11% increase.
- Other steps: It was agreed that we have to start having insurance discussions much earlier, partly to ensure that faculty and others who are not on campus during the summer have more knowledge related to insurance changes.

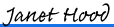
Other (Oral)


None.

ADJOURNMENT

Mr. Crockett moved to adjourn the meeting; Mr. Whitt seconded, and the motion passed.

The meeting was adjourned at 5:14 PM.


Janet Hood (May 21, 2025 18:17 CDT)
Janet Hood, Chair, Finance Committee


Thomas Whitt (May 28, 2025 15:48 CDT)
Tom Whitt, Member, Finance Committee