

**Minutes, Paw Paw Village Council  
Workshop Session Health Insurance & Benefits, August 15, 2007**

1. The Workshop Session Village Council meeting of Wednesday, August 15, 2007, convened at 6:59 p.m. at 111 E. Michigan Avenue, Paw Paw, Michigan. President Plaszcak presiding. **Meeting Convened**
  
2. Present: Plaszcak, Larcinese, Rohr and Wilhelmi. Excused: Richardson, McIntosh and Basinger. Also present: Village Clerk Christopher Tapper, Department of Public Services Director, John Small and Interim Village Manager/Police Chief Patrick Alspaugh. **Members Present**  
  
Others present: Larry Nielsen, Guylaine Donovan, assistant Megan from Mercer Health and Benefits, Officer Turner and guest.
  
3. Donovan commented she had worked in health insurance field for 18 and half years. Donovan stated she had worked for Blue Cross and Blue Shield for 12 years and for Mercer Health and Benefits for more than five. **Strategic Planning**
  
4. Donovan gave a benchmark report outlining the Village of Paw Paw: employer profile, medical plan prevalence, total health benefit cost per employee, employee contributions, prescription drug benefits, medical design options, possible vision and dental options and contributions, opt out strategy and strategic planning.
  
5. Larcinese questioned how many municipalities allow council or board members to participate with insurance programs? Donovan responded fewer every year. Larcinese commented with strategic planning benchmark he felt the changes were only modest. Larcinese also questioned he only found information on Blue Cross and Blue Shield, wanting to know if and when new carrier information would be available. Larcinese felt a little disappointed being this far in the process and only seeing modest things happening. Larcinese also commented regarding health saving plans, would like to look at possibly adding the benefit to the plan. Larcinese commented he would like to see a win win for the Village and its employees. **Council Comment Larcinese**
  
6. Rohr commented she would also like to see health saving accounts as an option for employees. Rohr commented the health saving account would benefit employees and the Village. **Rohr**
  
7. Wilhelmi commented he would like to see information and **Wilhelmi**

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numbers not comparing to current or old plans. Wilhelmi suggested comparing all new information.

8. Plaszczak questioned what benefits would be more beneficial to employees dental opinion or vision? Donavan responded studies show dental because it is more health related. Plaszczak also questioned how common are employee buy-outs? Donavan stated every year few and few employers' offer buy-outs due to the cost. **Plaszczak**
  
9. Wilhelmi asked if there would be more Blue Cross options available at the next session. **Wilhelmi**
  
10. Motion by Rohr, supported by Larcinese, to adjourn workshop session, motion carried. Meeting adjourned at 8:06 p.m. **Adjournment**

Respectfully submitted:  
Christopher Tapper, Village Clerk