

**BOARD OF EDUCATION  
SCHOOL DISTRICT U-46  
ELGIN, ILLINOIS**

**FREEDOM OF INFORMATION REQUEST/DISPOSITION**

**A request was received on October 21, 2014 from Mrs. Ursula Mlynarek of SEIU-Local 73 requesting the following records:**

(1) Records that describe the exact, itemized procedure and rationale used to calculate the district's contribution cap described in Article V-Paid Insurance, Section 3 of The Draft CBA between SEIU Local 73 Food Service Employees and School District U-46 from 03/28/2014. Additionally, please provide any/all supporting documents used during calculation.

(2) A copy of the 2014 and 2015 Summary Plan Description (SPD) and Summary of Benefits and Coverages (SBC) as well as any other documents provided to employees that describe the plans (e.g. upon hire and/or open enrollment period) for School District U-46' self-insured plans for SEIU Local 73 Food Service Employees bargaining unit.

(3) Please provide copies of the rate renewal documents for all SEIU Local 73 Food Service Employees bargaining unit insurance plans (including self-insured plans) for the prior plan year, the current plan year and the future plan year as well as any supporting documents or data reports used to calculate the rate renewal proposal.

(4) Records that indicate the annual and or monthly cost of health insurance plans (including self-insured plans) to the employer and share charged to participating employees of SEIU Local 73 Food Service Employees bargaining unit. Please provide records that break this information down for each plan and for each plan coverage option available (i.e. single, family, etc) and for each plan by medical cost, prescription cost, administrative cost, and any other cost.

(5) Please provide records that indicate whether or not the plans for SEIU Local 73 Food Service Employees bargaining unit are experience-rated, and provide documents in possession of the district from the insurer(s) indicating the basis for arriving at the current premium-rates as well as any premium rates for the next plan year (if such have been provided.)

(6) Documents showing the 2015 actuarial value of all SEIU Local 73 Food Service Employees bargaining unit plans (including self-insured plans) in aggregate as well as by benefit class. For example, the actuarial value of the medical office visit benefit, the actuarial value of the hospitalization benefit, etc.

(7) Please provide records that indicate the date that SEIU Local 73 Food Service Employees bargaining unit insurance plans will be renegotiated with the insurance carrier or the third party administrator and any proposed changes.

(8) All requests for proposals made and proposals received by the employer and/or the employer's consultant/broker from insurers and providers, other than those currently used by the plan, during the current and prior insurance plan year regarding health care coverage and insurance for SEIU Local 73 Food Service Employees bargaining unit.

(9) Any/all documents produced by Grant Thornton relating to salary/hourly wages calculation recommendations and all back up documents for all classifications of SEIU Local 73 Food Service Employees bargaining unit.

(9) In relation to SEIU Local 73 Food Service Employees bargaining unit, please provide insurance documents showing the dollar amounts of monthly administrative costs (including the definition of “administrative costs”) during the current and prior 2 insurance contract years. Additionally, please provide records showing these costs (a) as a share of the premium payments to the insurer (if fully insured) and (b) as a percent of the amount of claims paid, and additionally, provide all documents showing any other costs incurred other than claims paid.

(10) Please provide records showing the financial impact of all changes that the employer is considering with respect to SEIU Local 73 Food Service Employees bargaining unit’s plan design and cost containment, including studies, reports, and actuarial analyses.

(11) Please provide records showing census data for the current and prior 3 insurance contract years showing for all participants of SEIU Local 73 Food Service Employees bargaining unit in the plan with their dates of birth, benefit packages and plan options, broken down by whether they are in or out of the bargaining unit. (Names redacted)

(12) Documents showing the amount and diagnostic codes for all claims paid in the current and prior 2 contract years on behalf of SEIU Local 73 Food Service Employees bargaining unit members covered by the plan (names redacted.) If available please include any Custom Group Experience Reporting or other experience reporting (annually and quarterly) during the current and prior 2 insurance contract years , showing the key utilization and cost indicators summary; group demographic summary; monitor reporting; top 20 (or more) diagnoses, procedures, prescriptions, therapeutic classes with codes, numbers of claimants, and total cost.

(13) All communications between two or more of the SEIU Local 73 Food Service Employees bargaining unit’s plan’s consultant/broker, insurers, providers, and/or employer, regarding the health plan or their financial relationships during the current and prior insurance contract year, including but not limited to contracts, requests for proposals, proposals, reports, and documents showing fees or commissions.

**The request was approved on November 7, 2014.**

**The responding documents were e-mailed to Mrs. Mlynarek on November 7, 2014.**

**Tony Sanders  
Chief Executive Officer**