

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
September 11, 2012

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Tuesday, September 11, 2012, in the Lecture Hall at Central Office. Members in attendance were Jeanine Chester, Cydney Miller, Danny Grant, Erinne Hester, Patricia Bailey, Tommy Butler, Rebecca Jackman, Blake Frerking, Kathie Betancourt, Shelly Lazowski, Patricia Martin, Shedrich Webster, and Kimberly Yarbrough. Also in attendance were Dave Fessenden, Chris Fessenden, and Kim Phelps of Fessenden Consulting Group, Deanna Moore from County HR and Amy Wigington and Donna McIntosh from the CMCSS Benefits Office.

The meeting was called to order at 4:15 p.m. by Jeanine Chester. A quorum was established.

Minutes from the June 13, 2012 meeting were reviewed. Cydney Miller made the motion to accept the minutes. Shedrich Webster seconded. Motion carried.

A Wellness update was given by Cydney Miller. Cydney reminded the Trust that a wellness initiative is a preventative approach that is “win win” for the Trust and our employees. The Senior Leadership Team has deemed a wellness initiative to be a continuous improvement project worth pursuing. The SLT assembled a team from employees of the District to be led by Ann Griffin to research and work on the wellness initiative. Periodic updates of this team’s work will be given to the Trust.

Tommy Butler gave an OnSite Clinic update. It is the third year of a three year contract with US HealthWorks. Tommy cautioned the Trust to be confidential about the fact that the RFP process has been started concerning the OnSite Clinic. This does not mean we will change from US HealthWorks. It will be a large undertaking to switch and that decision will not be made lightly. Tommy hopes to have the RFP completed and a recommendations presentation made to the Trust around February. Also, the clinics are going to do a three month trial period of 20 minute appointment slots (3 appointments per hour). Appointments have been on 15 minute slots (4 appointments per hour). This is very rushed. The longer appointment time is better for the patient and for the staff. Walk-ins are going to be greatly limited. Walk-ins are disruptive to the schedule and cause people with appointments to have long waits. Tommy let the Trust know that approximately 200 doses of the flu vaccine will be available at the OnSite Clinic. Erinne Hester suggested, in order to cut down on confusion, that a sign be posted at OnSite that lets County employees know that the flu vaccines at the clinic were purchased by the School System and please see your County HR department or Benefits Associate for your vaccine. Jeanine Chester asked Tommy to prepare a sign and forward Erinne a copy.

Chris Fessenden gave an update on coverage for domestic/common law partners. Chris stated that it is hard to estimate the cost impact that this coverage would have, but that it would be costly. Chris stated that he advises clients to be cautious in adding any type of additional provisions that would potentially impact cost. Chris mentioned that over the years additional provisions have been mandated, such as was the case with the Affordable Health Care Act. You can't continue to add provisions and simultaneously reduce costs. Jeanine Chester reminded the Trust that this type of coverage is not required by the State.

Donna McIntosh mentioned the Benefits Fair would be Thursday, September 13 from 3 to 6 pm. Most of the vendors would be in attendance, lots of information, giveaways, door prizes, and flu shots would be available.

Danny Grant presented the July 2012 Financial Statement. News continues to be good. Fund balance is good. Erinne Hester made the motion to accept the financial report. Shedrich Webster seconded. Motion carried.

Chris Fessenden presented the experience report for June 2012. The medical loss ratio is approximately 73%, which is good. Chris reminded everyone that the dental is a self-insured plan. The dental experience report shows some losses, which are acceptable. Chris let the Trust know that BlueCross BlueShield will hold the current dental rates, there will not be an increase. The dental plan is in good shape for this year and the next.

Jeanine Chester asked Chris Fessenden to speak to the Trust concerning the County Government ending some of their participation in the Trust group insurance plans. Chris gave a brief history of the Trust and presented a list of the different plans that the Trust has carried for the County Government and the School System. The County will withdraw from all of the plans except the medical. It has been determined that at this time, the County withdrawing will not have an adverse impact on the rates for the remaining plans.

Kim Phelps spoke to the Trust concerning the re-insurance renewal. The carrier is asking for a 13.5% increase in premium. Kim presented two options, the standard contract, which is what the Trust currently has, and the aggregating specific contract. Kim had prepared a premium versus claims comparison for the current re-insurance period of 9-1-11 through 7-31-12. This comparison showed that for the current period, the aggregating specific contract would have cost the Trust less than the standard contract. Risk tolerance is a factor when trying to decide which option to choose, and it is difficult to predict which contract will work out better. Tommy Butler made the motion to renew with the Aggregating Specific Contract with a deductible of \$275,000. Erinne Hester seconded. Motion carried.

Cydney Miller reviewed large claims. It is possible that Trust members could recognize who a certain claim is for, so Cydney cautioned Trust members to keep information confidential.

Chris Fessenden addressed the Trust concerning BlueCross BlueShield's administrative fee. This is the fee that is charged per member per month for BlueCross BlueShield administering our plan, which includes case management, keeping the plan in compliance, et cetera. The current fee is \$43.28. BlueCross BlueShield has advised that they are not asking for an increase in this fee and they are willing to give a 2 year fee guarantee. Accepting BlueCross's fee proposal does not mean we can't change carriers for 2 years. Rebecca Jackman made the motion to accept BlueCross's proposal. Danny Grant seconded. Motion carried.

Rebecca Jackman suggested the Trust choose a co-chair. Danny Grant made the motion that Cydney Miller be the co-chairperson. Kathie Betancourt seconded. Motion carried.

Discussion was held regarding the next meeting time. Meeting was scheduled for Tuesday, January 8, 2013 at 4:15 p.m. (At a later date, it was determined that the Trust needs to meet prior to January 8, so a meeting was scheduled for Tuesday, November 13, 2012 at 4:15 p.m.)

Meeting was adjourned at 5:30 p.m.