

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
October 21, 2013

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday October 21, 2013, in the Lecture Hall at Central Office. Members in attendance were Jeanine Chester, Cydney Miller, Danny Grant, Rebecca Jackman, Kathie Betancourt, Tommy Butler, Blake Frerking, Tim Swaw, Shedrich Webster and Kimberly Yarbrough. Also in attendance were Kim Phelps of Fessenden Consulting Group, Deanna Moore and Robyn Bryant from County HR, Kristin Butler from the OJI Department, Amy Wigington and Jeanel Kohnen from the CMCSS Benefits Office.

The meeting was called to order at 4:17 p.m. by Jeanine Chester. A quorum was established.

Jeanine Chester introduced Larissa Whittle from Sageview Advisory Group. Larissa provided a summary of the 403(b) Plan Investment Review for 2013. The full report was added to the CMCSS Benefits Webpage for employee review. She explained the scoring system focused on style and consistency of each fund. The last fund change was in February of 2012. There are no changes recommended at that time. There are currently 5 funds on the watch list and we may want to look into changing these in the next quarter. There haven't been a lot of changes with legislation or regulations. Advised us to be wary of the audit initiative that is ongoing, there have been questionnaires sent to employers and certain answers have prompted audits. Larissa stated she would be more than happy to help us if we received one of these questionnaires.

Minutes from the August 19, 2013 meeting were reviewed. Correction with year was made. Tommy Butler made the motion to accept the minutes. Cydney Miller seconded motion. Motion carried.

Tommy Butler reviewed the Onsite Clinic Updates. There are still Saturday staffing issues. Ready to hire the 4th fulltime provider in the clinics, once this is complete the health and wellness piece will start to be implemented. This portion will be completely optional for employees. There are plenty of flu vaccines left. There was a conversation about how they should market those to employees to have them used so they don't just expire. Introduction of the new Onsite Manager, Kristin Butler, was made.

Tommy Butler also provided a spreadsheet tracking savings over the past 2 months. They expect the amount of visits to increase over time. The in-house savings comparison shows that we saved \$28,407 in August and \$35,808 in September by switching to in-house from US Healthworks. The total savings in August was \$107,185 and \$117,229 in September. This is a significant savings.

Another handout was given regarding the comments received from employees that have visited the new clinics. All comments were very positive and motivating.

Kim Phelps gave an update on Healthcare Reform. The marketplace opened up on October 1, 2013 however there were multiple of glitches in the system. A lot of users were having issues logging on. She provided a handout outlining alternate options for users having problems with the marketplace. Tennessee has opted for the marketplace that is operated through the federal government. Based on research employees are probably not going to find better coverage in the marketplace than what CMCSS offers. All citizens are required to have coverage by March 2014 or they will pay a penalty on their 2015 tax returns. There is a subsidy calculator on the website provided so employees can check if they are eligible for a subsidy, this is based on household income, family size and ages. With that being said unless the employer's coverage for an individual is considered unaffordable under the law individuals won't be eligible for a subsidy. Jeanine Chester added that not a lot of employees will fall into this unaffordable category, maybe the few that are 3 hour employees but we won't know because we don't know the household income.

Kim also reviewed the Medical Plan Provisions and provided a handout. CMCSS is already in compliance with most of them however effective September 1, 2014 we will have to eliminate Pre-existing condition exclusions for adults, eliminate annual limits on coverage, and plan must cover the cost of routine patient care associated with clinical trials.

Cydney Miller reviewed the insurance trust membership and provided handouts. The employees whose terms expired this year have decided to extend for a 4 year term.

Jeanine Chester reviewed the premium holiday communication that will be provided to all employees on the CMCSS medical plan by the end of this week. The Fessenden's and an Actuary have reviewed this letter. Asked the Trust to review and give any feedback by October 22, 2013. The premium holiday will be a one-time occurrence for medical only.

Jeanine Chester provided a newspaper article regarding wellness for educators and schools. She wanted to provide this because this is one of the strategic goals of CMCSS.

Danny Grant reviewed the Financial Statement. Right now the fund balance has decreased to \$17 million this is due to the 2 months in the summer when premiums not paid by employees. The assets and liabilities balance. The fund balance will begin to grow again since premiums are going into the fund. This is a very positive statement. Motion to accept was made by Rebecca Jackman. Tommy Butler seconded the motion.

Kim Phelps presented the experience report for August 2013. There have been several large claims in the past year. The report does include the Onsite information. The medical loss ratio is very good. August and year to date is favorable. The dental loss

ratio is favorable, the claims exceed the monthly rates but BCBS takes this risk since the dental isn't self-insured.

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Cydney Miller reviewed large claims and the monthly claims payment history. The claims reviewed were all new so she will continue to keep an eye on these.

Discussion was held regarding the next meeting time. Meeting was scheduled for Monday, December 9, 2013, at 4:15 p.m. at Central Office in the Lecture Hall.

Meeting was adjourned at 5:07pm.