

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**July 28, 2014**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday July 28, 2014 in the Lecture Hall at Central Office. Members in attendance were Jeanine Chester, Cydney Miller, Danny Grant, Patricia Bailey, Kathie Betancourt, Tommy Butler, Blake Frerking, Jeff Taylor, Tim Swaw, Shelly Lazowski, Pat Martin, Kimberly Yarbrough and Jim Young. Also in attendance were Chris Fessenden of Fessenden Consulting Group, Kristen Butler and Molly Drew from the OJI Department, Jeanel Kohnen and Amy Wigington from the CMCSS Benefits Office.

The meeting was called to order at 4:20pm by Jeanine Chester. A quorum was established.

Minutes from the June 4, 2014 meeting were reviewed. Blake Frerking made the motion to accept the minutes. Danny Grant seconded motion. Motion carried.

Tommy Butler provided a summary showing the cost savings with the Onsite Clinic over the past 11 months has been approximately \$1.3 million. Tommy also met with Rickey Lumpkin, of transportation, regarding the increase in cost of the DOT physicals. However, they determined they are not ready to move forward with the increase due to budget impact.

Tommy Butler introduced the new part time dietician Molly Drew. She explained to the Trust all functions she has been performing the last few months. The Onsite team has been working on implementing a fit and trim program which will be a 12 week program for employees that will include fitness and nutrition. Tommy Butler also stated that their goal is to have a wellness representative in all the school for communication and encouragement purposes. Tommy stated that Molly's position is so busy he suggests it become a fulltime position. Danny Grant made a motion to change the dietician position from a part time to a fulltime position effective immediately. Cydney Miller seconded the motion. Motion carried.

Chris Fessenden gave a healthcare reform update. Effective September 1, 2014 the medical maximum will change to unlimited and there will no longer be pre-existing conditions allowed. Since CMCEIT is self-insured there is a fee the Trust will need to pay by July 31, 2014 called the PCORI (Patient Centered Outcomes Research Institute) fee which is \$8,611. There is also a Transitional Reinsurance Program Fee that will need to be paid by November 15, 2014 which is \$542,493.

Danny Grant reviewed the Financial Statement for June. Assets are in balance with liabilities. This is a very strong and positive statement. Motion to accept was made by Tim Swaw. Kim Yarbrough seconded the motion. Motion carried.

Chris Fessenden presented the experience report for April 2014. The medical plan is in very good shape. The loss ratio is acceptable. The loss ratio for Dental is good. Chris stated that FCG is in the middle of the RFP process for a new dental carrier.

Jeanel Kohnen gave an update on the Employee Benefits Fair that will be held Thursday, September 18<sup>th</sup> from 3pm to 6pm in Central Office. Flu shots will be given to employees as well as retirees again this year. There will also be a Medicare 101 presentation given by BCBS.

Chris Fessenden reviewed the medical reinsurance renewal, please see attachment. Currently reinsurance is with High Mark Life and the renewal date is September 1, 2014. However, there was a competitive quote given by BlueRe, BCBS of Tennessee's preferred medical reinsurance vendor. FCG recommends seeking proposals for the highest specific deductible available in the reinsurance marketplace and we will evaluate the current plan costs versus the higher deductible plan and reduced cost combined with using the premium reduction to create a "shock claim" fund. They anticipate completing this project by August 5th. Jeanine Chester thinks it is beneficial to look at this proposal along with Tommy Butler. There may be an email vote regarding the decision on whether to renew with HM Life or go with BlueRe and increase of deductible since there will not be another meeting before renewal on September 1<sup>st</sup>.

Chris Fessenden reviewed the current auto and home policy with Travelers Insurance. As a professional courtesy to other vendors he is informing CMCSS that Liberty Mutual has reached out to the school system. Last year CMCSS switched to direct bill with Travelers because the payrolls were not aligning correctly. Jeanine Chester stated she is very hesitant to go back to another payroll deduction. Amy Wigington added that she has not heard any complaints from the employees regarding Travelers insurance. It was a consensus to stay with Travelers and not reach out to any other vendors.

Cydney Miller reviewed large claims and the monthly claims payment history.

Next Meeting will be held Monday, October 20<sup>th</sup>, 2014, at 4:15 p.m. at Central Office in the Lecture Hall.

Meeting was adjourned at 5:05pm.