

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**August 17, 2015**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, August 17, 2015 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Rebecca Jackman, Patricia Bailey, Kathie Betancourt, Tommy Butler, Blake Frerking, Jeff Taylor, Tim Swaw, Jackson Smith, and Charli Hall. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Donna McIntosh and Amy Wigington from the CMCSS Benefits Office and Kristin Butler from Onsite, and Pam Clark from County-HR.

The meeting was called to order at 4:18pm by Jeanine Johnson. A quorum was established.

Jeanine Johnson introduces new Trust member, Carol Joiner, Human Resources General Counsel for CMCSS. Jeanine also introduces Donna McIntosh returning Benefits Associate for CMCSS.

Minutes from the April 6, 2015 meeting were reviewed. Motion to accept was made by Tommy Butler. Rebecca Jackman seconded motion. Motion carried.

Tommy Butler and Kristin Butler presented an Onsite update. Emily Beach has been hired as the Dietician at Onsite. Emily may attend the next Trust Meeting. Onsite is currently working with principals to compile a list of wellness representatives. Tommy presented an update concerning the Tiered Health Plan. There is now a draft of the plan. Tommy thinks he will be able to bring a plan to the next Trust meeting for review, not a vote. Tommy made two proposals for the Onsite Medical Occupational Services. Proposal #1 is to raise the rate for all Occupational Services to \$60 to more closely reflect the actual expense to the Insurance Trust. The increase would be effective July 1, 2016. Proposal #2 is for all Occupational Services to be charged the \$60 fee. Currently, some Occupational Services have not been included, such as Pre-K physicals and Pre-K Substitute physicals. This change would be effective July 1, 2016. Tommy made a motion to increase the Occupational Services fee to \$60, effective July 1, 2016. Rebecca Jackman seconded. Motion carried. Tommy made a motion to charge the new fee for all Occupational Services, effective July 1, 2016. Blake Frerking seconded. Motion carried.

Chris Fessenden gave a PPACA update. Chris mentioned some taxes, such as the "Cadillac" tax and others that may be associated with healthcare reform. Also, there is some talk of repealing portions of the PPACA. Chris states "stay tuned" as more develops with healthcare reform.

Danny Grant presented the Financial Statement for June 2015. Financials for March, April, May, and June were made available to the Trust members. The fund balance is strong, although a little lower at the end of June. This is not unusual for summer, when there can be larger claims. Tommy Butler made a motion to accept the Financial Statement as presented. Carol Joiner seconded. Motion carries.

Chris Fessenden presented the medical and dental experience reports for June 2015. The experience reports for March, April, May, and June were made available to the Trust members. The medical plan loss ratio was a little high for June, but with a strong Trust Fund balance, this is not a concern. The dental plan is in good shape, no areas of concern.

Chris Fessenden presented a handout, a “snap shot” of the comparison of the medical plan offered by the CMCEIT to the medical plan offered by the State of Tennessee. A self-funded plan must be equal to or better than the plan offered by the State. The CMCEIT plan is better than the State’s Partnership plan in most categories.

Chris Fessenden presented an exhibit for the Reinsurance renewal. Reinsurance limits losses to the insurance plan. The Reinsurance has a renewal date of September 1, 2015. The current carrier is HighMark. FCG sent out RFP’s, did not receive any competitive proposals except for BlueRe. HighMark’s rate was increasing by 20%. HighMark agreed to meet BlueRe’s price, which lowered the rate increase to 5%. Also, to consider is that the Trust has had a long term relationship with HighMark. Danny Grant made a motion to accept the bid of the current vendor, HighMark at a \$300,000 deductible and 5% increase in rate. Rebecca Jackman seconded. Motion carried.

Chris Fessenden presented information concerning BCBS MDLIVE and provided an informational handout for the MDLIVE service. At the beginning of 2015, BlueHealth solutions launched the MDLIVE-administered telehealth service as a buy-up option for self-funded groups. The member must register for this service. The service provides convenient, 24/7 access to board certified physicians via telephone and video consultation and is ideal for most non-emergency conditions. This service would complement the Onsite clinics. Tommy Butler and Kristen Butler are enthusiastic about the convenience and cost effectiveness of this service. The price is \$0.40 PEPM, with a \$38 consult fee (the fee is charged when the member is assisted. If they are referred to another Doctor, Urgent Care Facility or ER, the fee is waived). The projected annual cost for MDLIVE is \$17,933. It is estimated that 350 visits to MDLIVE in a year would pay for the service. Kristen Butler added that a number of other markets are already using this type of service. Danny Grant asked if a cost analysis could be done in a year to determine the cost effectiveness of the service. The answer is yes. Danny Grant made a motion to offer this service for a least a one year pilot and re-evaluate at that time. Tim Swaw seconded. Motion carried.

Chris Fessenden presented information concerning Compound Medications and provided an informational handout for Trust members. Compound Medications require a prescription from a doctor, are prepared by a pharmacist who mixes or adjusts drug

ingredients to customize a medication to meet a patient's individual needs. Sixty percent of FCG's clients have excluded compound medications from their plans. The compound spend for the period January 1, 2015 to August 1, 2015 was \$647,022 and represented 425 claims. BCBS estimates the plan would have spent less than \$10,000 for compound medications, if the compound exclusion had been in place for this time period. If the decision is made to exclude compound medications it will take approximately 60 days to implement the change and could be effective by January 1, 2016. Danny Grant made the motion to exclude compound medications, effective January 1, 2016. Tommy Butler seconded. Motion carries.

Jeanine Johnson presented the retirement guidelines for retiring at the end of the 15/16 school year and provided each Trust member with the guidelines and the summary of the 2016 Retirement Medical Plan. No action was required of the Trust on this item.

Jeanine Johnson communicated to the Trust members that she has asked Carol Joiner to review the Trust's by-laws. It has been some time since the by-laws have been reviewed. The Trust members were asked to review the by-laws before the next meeting. Also discussed, there are three Trust members that have terms ending in August. They are Patricia Bailey, Pat Martin, and Jim Young. Patricia Bailey would like to serve a second term. Serving two consecutive terms is allowed according to the by-laws. Paula Louder retired and leaves a member vacancy for the RHS/RMS feeder group. Before the next Trust meeting contacts will be made to fill any vacancies on the Trust.

Jeanine Johnson reviewed the Monthly Claim Payment History. Most months in the past year had claims totaling 2 and 3 million dollars. June 2015 had claims totaling 4.2 million dollars. It is typical for June to be a high claims month. There weren't any large claims to review.

Donna McIntosh stated that the CMCSS Benefits Fair is scheduled for September 15 from 3pm to 6pm in the Board Room. Most vendors will be attending and a BCBS Medicare Advocate will be delivering the Medicare 101 presentation in the Lecture Hall again this year. Pam Clark stated the County Benefits Fair is scheduled for October 27.

Next Meeting will be held Monday, October 19, 2015, at 4:15 pm at Central Office in the Lecture Hall.

Meeting was adjourned at 5:14pm.