

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
March 14, 2016

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, March 14, 2016 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Patricia Bailey, Mark Banasiak, Tommy Butler, Blake Frerking, Charli Hall, Leslie Helmig, Pat Martin, PT Miller, Tim Swaw, Jeff Taylor, Kimberly Yarbrough, and Jim Young. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Larissa Whittle of SageView, Donna McIntosh and Amy Wigington from the CMCSS Benefits Office, Kristen Butler from Onsite, and Pam Clark from County HR.

The meeting was called to order at 4:15pm by Jeanine Johnson. A quorum was established.

Jeanine Johnson introduced two new Trust members, Mark Banasiak and Leslie Helmig, Certified staff with the Clarksville Montgomery County School System. Mark is filling the vacancy left by Rebecca Jackman and Leslie is filling the vacancy left by Kathie Betancourt.

Larissa Whittle from SageView presented the Plan Investment Review for the CMCSS 403(b) Retirement Savings Plan for the period ending September 30, 2015. Trust members were provided with a Plan Summary. Larissa made the following recommendation.

- Place Goldman Sachs Mid Cap Value A and American Funds EuroPacific Growth R3 on the watchlist
- Replace RidgeWorth Small Cap Value Equity A with Boston Partners Small Cap Value II Inv
- Take Eagle Small Cap Growth A off the watchlist

Danny Grant made a motion to accept Larissa's recommendation. Tommy Butler seconded. Motion carried.

Minutes from the January 11, 2016 meeting were reviewed. Motion to accept the minutes, was made by Carol Joiner. Danny Grant seconded. Motion carried.

Tommy Butler spoke concerning the Tiered Health Plan Next Steps. There is a lot of work to be done including, working on the plan for the best way to conduct HRA's and blood draws for 6000 people, creating the best forms, and rolling out the communication in August. The communication plan could consist of the following: thorough Q & A (possibly online option), the possibility of video presentations to help get information out, handouts, town hall meetings, etc. Jeanine Johnson reminded the Trust that a Benefits

Administrative Assistant position is being developed to assist with the added work for Tiered Health and the Affordable Health Care Act. Half of the funding for this position will be from the Insurance Trust and half from the Board of Education.

Tommy Butler stated that the contract with Bob Shupe (Tiered Health Consultant) will expire in April. The contract could be extended or retain Mr. Shupe on a month to month basis for \$1000 per month. Tommy recommends continuing to use Mr. Shupe's services. Danny Grant made a motion to extend Mr. Shupe's contract for another 12 months, with a termination clause. Carol Joiner seconded. Motion carries.

Jeanine Johnson presented a copy of the revised Insurance Trust Agreement and Declaration with Appendix A. The Board of Education approved the revised Agreement on January 11, 2016. The Board Chairman Joshua Baggett signed the Agreement. Jeanine passed the Agreement around for all the Trust members to sign. All the members signed, except for Jackson Smith who was absent. Donna McIntosh will get Jackson to sign the Agreement at a later time.

Danny Grant presented the Financial Statement for January 2016. Financials for December and January were made available to the Trust members. The statement shows that negative numbers continue to come down and the fund balance is growing. Jeff Taylor made a motion to accept the financial statements. Blake Frerking seconded. Motion carries.

Chris Fessenden presented the medical and dental experience reports for February 2016. The experience reports were made available to the Trust members. Because we have new Trust members, Chris gave additional information to explain what an experience report is and managing medical plan risk. The dental plan is a fully insured plan through BlueCross BlueShield, who won the bid in the Fall of 2014 with a two year rate guarantee. The dental loss ratio is at 90%.

Jeanine Johnson stated that consideration is being given to soliciting proposals to determine if there are potential cost and benefit economies by combining CMCSS and County groups for coverages such as employer provided life insurance, voluntary life insurance, long term disability/EAP, FSA, voluntary dental and vision insurance, and supplemental insurance. It has been a while since bids were taken for some of these coverages. Danny Grant made a motion to have FCG assist with RFP's process. Tommy Butler seconded. Motion carries.

Jeanine Johnson reviewed large claims and the Monthly Claim Payment History. There were two large claims to review. Jeanine cautioned Trust members, if they recognize who a large claim is for, please keep large claim information confidential.

Next Meeting will be held Monday, May 9, 2016 at 4:15 pm at Central Office in the Lecture Hall.

Meeting was adjourned at 4:55pm

