

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
October 3, 2016

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, October 3, 2016 in the Board Room at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Patricia Bailey, Mark Banasiak, Tommy Butler, Charli Hall, Leslie Helmig, Pat Martin, PT Miller, Donna Mahoney, Jeff Taylor, Kim Yarbrough, and Jim Young. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Donna McIntosh, Amy Wigington, and Faye Tryon from the CMCSS Benefits Office, Sharla Smith and Vanessa Lynch from Onsite, and Pam Clark from County HR.

The meeting was called to order at 4:16 pm by Jeanine Johnson. A quorum was established.

Jeanine Johnson introduced Vanessa Lynch, the new Onsite Manager and Donna Mahoney, a new Trust member representing the Classified Staff.

Minutes from the August 8, 2016 meeting were reviewed. Motion to accept the minutes, was made by Mark Banasiak. Danny Grant seconded. Motion carries.

Tommy Butler provided Trust Members with copies of upcoming events sponsored by Onsite and reviewed each one. Tommy discussed adding a social worker/psychologist to the Onsite team. He has contacted BCBS concerning the current claim cost. In 2014 the cost for behavioral health claims per member per month was \$3.86, and in 2015 this cost rose to \$6.08. There would be some savings in having an Onsite psychologist and it would be a benefit to our employees. This option will be discussed at our next meeting and more information will be provided.

Vanessa Lynch discussed ways Onsite is increasing effectiveness and efficiency. The number of patients increased comparing August 2015 with 1633 patients and August 2016 with 1976 patients. Also mentioned the partnership that has been developed between the clinic and Tennova Healthcare. Tennova is aware of the issues concerning physicians, particularly ER physicians that are billing subscribers as out of network, working on resolving this.

Jeanine Johnson thanked Tommy Butler and his team for the successful Kick Ball Tournament.

Chris Fessenden gave a brief PPACA update. Recently, United Healthcare and BCBS have pulled out of the Exchange.

Chris Fessenden provided Trust members with copies of a Dependent Eligibility Audit RFP Summary. BMI and CONSOVA each provided their services and cost. Chris recommended a committee to be formed to interview each company and decide which

to choose. Danny Grant made a motion to form a committee. Tommy Butler seconded. Motion carries. Jeanine Johnson stated she would be on the committee and would ask others to assist.

Jeanine Johnson mentioned CMCSS will move forward with their individual demographics, to pursue RFP's for the dental, vision, and life insurance plans. The County may join later when they can submit their demographic information. Fessenden Consulting Group will work on this and provide more information at a later meeting.

Danny Grant provided Trust members with copies of the financial Statements for July and August 2016. Danny presented the August statement. Cobra funds are in the negative but will increase. Trust balance is financially sound and will increase as we are collecting premiums again. We may need a premium increase for the 2017 year, but will need more data and analysis before a recommendation is provided.

Chris Fessenden provided the Trust members with Medical and Dental Plan Experience Reports for July and August 2016. Chris presented the August reports. Medical loss ratio is 104.7%. He stated there is no alarm and will need to consider more data. Dental loss ratio of 94.16% is not a concern, this shows that premiums are nearly the same as the cost. There was some discussion concerning increasing the benefits of the dental plan. That can be reviewed, but would mean a higher premium, which most employees would not want.

Chris provided Trust members with a 5-year Claims History for Medical and Prescriptions. It was noted each year the average cost has increased but the cost of the premiums has not increased at the same rate.

Jeanine Johnson presented the idea to the Trust members to attend the annual BCBS meeting in Chattanooga. This will be revisited in the Spring of 2017 with more details and to see if members are interested.

Jeanine Johnson discussed the rising cost of specialized medicines. The specialized medicine cost reflects about 1/3 of the total prescription cost.

Chris Fessenden provided Trust members with Compound Medication summary. In 2015 the plan spent \$914,210, and in 2016 the plan spent \$29,660 due to the bulk powders and chemicals exclusion. Currently, specialty medications are in the BCBS standard specialty program. With specialty medication cost rising, there is the option to move to BCBS preferred network for specialty RX which would save about \$33,000. Chris recommends we consider this new program for 2017. BCBS would communicate which pharmacies could be used. Jeanine Johnson recommends we find out which pharmacy in Clarksville is part of the network before we vote on changing to this new program. The concern is that we don't make a difficult situation even more difficult by causing the employees problems with getting their specialty prescriptions filled.

Jeanine Johnson presented the results of the State of Tennessee's survey concerning our medical plan, which stated we are compliant with the State's requirements with a superior rating for plan year 2017. As a self-insured plan, we must show the State each year that the plan we offer is equal to or superior to the State plan.

Jeanine Johnson presented a large claim and cautioned Trust members to keep the information confidential if they recognize who the claim is for.

Next meeting will be held Monday, December 12, 2016 at 4:15 pm at Central Office.

Meeting was adjourned at 5:08 pm