

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**February 13, 2017**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, February 13, 2017 in the Board Room at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Patricia Bailey, Mark Banasiak, Amanda Beck, Tommy Butler, Blake Frerking, Charli Hall, Leslie Helmig, Donna Mahoney, Tim Swaw, Jeff Taylor, and Kim Yarbrough. Also in attendance were Chris Fessenden 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.

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

Jeanine Johnson welcomed new member, Amanda Beck, from Rossvie Middle School.

Minutes from the December 12, 2016 meeting were reviewed. Motion to accept the minutes, was made by Mark Banasiak. Danny Grant seconded. Motion carries.

Danny Grant addressed the Trust concerning the need for a 6% increase in the medical premium for the 2017-2018 year. Trust members were provided a handout that showed the current premium being paid by each classification of employee, the new rate with the 6% increase, and the dollar amount of the increase. Danny stated that the need for an increase is not due to an unhealthy fund balance, but rather to deficit spending. We are outspending our revenues. A 6% increase may be needed two years in a row. It has been 5 years since the last premium increase. Jeanine Johnson stated that the employees who retire this year will not be affected by the 6%, but all the other retirees' premiums will increase by 6%. Mark Banasiak made a motion to increase the medical premium by 6% for the Preferred and Standard plans, effective September 1, 2017. Tommy Butler seconded. Motion carries.

Danny Grant provided Trust members with copies of the Financial Statements for November 2016 and December 2016. He presented the December 2016 Financial Statement to the Trust. Danny noted that from November 2016 to December 2016 there was a decrease in the fund balance of \$1.2 million. The Financials show decline in balances and support the need for a 6% increase in the medical premium. Carol Joiner made a motion to accept the Financial Statements. Jeff Taylor seconded. Motion carries.

Tommy Butler stated that after looking into the possibility of hiring a psychologist for Onsite, there wasn't any interest from the community and shortage of mental health providers would make hiring a challenge at this time. We will continue to utilize Ability Assist. Tommy provided Trust members with a handout of the Onsite report that will be presented to the Board of Education on Tuesday, February 21, 2017. The report shows a variety of information including, the savings the clinic has produced for the school system, decrease in no-shows, and feedback measurements. The raw data shows much growth at the clinic and no signs of declining. The clinic is seeing the maximum number of patients at this time. Due to this, Tommy recommends adding a 5<sup>th</sup> provider (Physician's Assistant or Practitioner), and a nurse (LPN or Medical Assistant). The

estimated cost would be roughly \$200,000 per year. Danny Grant made a motion to approve the hiring of a provider and nurse, as soon as possible. Mark Banasiak seconded. Motion carries.

Chris Fessenden did not have a PPACA update to present.

Chris Fessenden provided Trust members information concerning the Dependent Eligibility Audit RFP. Chris stated that the committee recommends CONSOVA Corporation. CONSOVA is more expensive, but seemed to be more detailed and handle the appeals process better. The return on investment will justify the expense. The audit will take 16 weeks to complete. Communication on the front end will be very important. Chris said it would be good to have Carol Joiner review the contract. Mark Banasiak made a motion to contract with CONSOVA to complete the dependent eligibility audit. Tommy Butler seconded. Motion carries.

Chris Fessenden provided the Trust members with Medical and Dental Plan Experience Reports for December 2016 and January 2017. The medical loss ratio for January 2017 was 111.4 %. We are not use to seeing this, but the 6% increase in premiums will help to improve the loss ratio. The dental loss ratio from December to January decreased from 89.24% to 84.38%. Overall, the Trust is in good shape.

Jeanine Johnson reviewed TCRS Legacy and Hybrid retirement plans with the Trust members. Moving forward this may be a good time to consider discontinuing the 403(b) plan and going with the State's 401(k) plan. The fees are lower and employees could move their funds without a cost. Larissa Whittle, are SageView/MetLife consultant has agreed to come to the next Trust meeting to talk with Trust members concerning the 401(k) plan. After Larissa speaks to the Trust, we can invite the TCRS 401(k) representative to come speak to the Trust. If the decision is made to go to the TCRS 401(k) plan, ending the 403(b) plan could be an option.

Chris Fessenden presented information comparing four companies providing employer paid Basic Life/ AD&D coverage and employee paid Volunteer Life. After discussion, Tommy Butler made a motion to change from Reliance Standard and Lincoln National to Harford for the employer and employee paid life insurance. Kim Yarbrough seconded. Motion carries. This change will be effective based on administration's ability.

Jeanine Johnson presented 5 large claims. Jeanine reminded Trust members to keep this information confidential. The claims history report revealed December 2016 had over 5 million dollars in claims, the highest amount of claims received in one month to date.

Next meeting will be held Monday April 10, 2017 at Central Office.

The meeting was adjourned at 5:16 p.m.