

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
April 10, 2017

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, April 10, 2017 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Patricia Bailey, Mark Banasiak, Amanda Beck, Tommy Butler, Blake Frerking, Leslie Helmig, Tim Swaw, Jeff Taylor, and Kim Yarbrough. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Larissa Whittle of SageView, Donna McIntosh, Amy Wigington, and Faye Tryon from the CMCSS Benefits Office, Sharla Smith from Onsite, and Pam Clark from County HR.

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

Minutes from the February 13, 2017 meeting were reviewed. Motion to accept the minutes, was made by Mark Banasiak. Carol Joiner seconded. Motion carries.

Jeanine Johnson addressed the Trust concerning the 401k with TCRS and gave history of the changes that have been made in past years. Jeanine introduced Larissa Whittle from SageView. Larissa provided Trust members with a handout comparing our current MetLife 403b Plan with the 401k Plan the State offers – RetireReadyTN. A few options with the State plan that MetLife does not offer are:

- 1) the ability to make Roth(after tax) contributions
- 2) a self-directed brokerage account
- 3) plan loans are available
- 4) lower fees for the employee and no consultant fee for the Trust

Larissa recommends moving to the RetireReadyTN Plan. Jeanine noted that participation in the MetLife 403b is low and with a change to the 401k RetireReadyTN participation may increase. Jeanine will invite a RetireReadyTN representative to attend a future Trust meeting to provide information and answer questions concerning this plan and then a decision may be made.

Tommy Butler stated that the contract with the Medical Director for Onsite will need to be revised due to the increase in the number of patients seen. Because of the increase in patients, Tommy is recommending a Lead Onsite Healthcare Physician's Assistant. A discussion followed concerning the position and the financial impact. The new position would likely be one grade above Physician's Assistant. Danny Grant made a motion to have a market analysis done for this position. Carol Joiner seconded. Motion carries.

Tommy Butler introduced Sharla Smith as the new Onsite Manager. Sharla provided the Trust members with changes that will occur May 1, 2017 at the Onsite Clinic and satellites locations. The hours will be extended for a few of the satellites will open two or 3 days per week instead of one. Genbook, the online scheduling program will be discontinued due to scheduling issues. An additional provider will be on staff. Communication concerning clinic hours and the removal of online scheduling will be distributed through posters, videos, Facebook and magnets with Onsite hours and locations. Motion, to accept the changes, was made by Danny Grant. Carol Joiner seconded. Motion carried.

Chris Fessenden stated there were no updates concerning PPACA at this time. There may be after April 24, 2017.

Amy Wigington gave an update on the transition to Hartford. Documents are being reviewed and the business office has the new insurance rates.

Chris Fessenden addressed the Dependent Eligibility Audit. The employees will be notified of this May 8, 2017.

Danny Grant provided Trust members with copies of the Financial Statements for January 2017 and February 2017. He presented the February 2017 Financial Statement to the Trust. Danny noted that from January 2017 to February 2017 there was an increase in revenue of \$600,000. Jeff Taylor made a motion to accept the Financial Statements. Kim Yarbrough seconded. Motion carries.

Chris Fessenden provided the Trust members with Medical and Dental Plan Experience Reports for February 2017 and March 2017. The medical plan has a \$2.9 million deficit. However, this is less than the actuary predicted. The Fund balance is healthy and monitored monthly, so no need for concern at this time. The dental loss ratio is 83%. This is a good loss ratio and does not cause concern.

Tommy Butler presented information concerning this year's flu vaccine. The cost last year for 2800 vaccines was \$26,000. This year 2600 vaccines will cost \$39,288. In 2016, the vaccine was offered to the employee and their dependents on the medical plan. Not all of the vaccines were used last year, so 2600 should be enough.

Jeanine Johnson provided the Trust members with a history of the medical rates and a draft of the letters that will be sent to employees to communicate the 6% premium increase for the 2017-18 year. Jeanine noted that the employer and not the employee will bear a greater portion of the increase.

Jeanine Johnson presented information concerning the BCBS Pharmacy rebate sent to the Trust. The rebate was in the amount of \$643,483.96 plus interest of \$298.28 for a total of \$643,782.24

Jeanine Johnson presented one large claim and the claims history for the last year. Noting claims for March 2017 was \$4,908,332.23.

Next meeting will be held June 28, 2017 at 9:00am in the Lecture Hall at Central Office.

The meeting was adjourned at 5:00 pm.