

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
June 28, 2017

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Wednesday, June 28, 2017 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Danny Grant, Patricia Bailey, Mark Banasiak, Amanda Beck, Blake Frerking, Charli Hall, Pat Martin, Tim Swaw, Jeff Taylor, and Kim Yarbrough. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Michele Cilurzo with Empower, Kaci Lantz with TCRS, Todd Hodge and Joel Greene with BCBS, Kathryn Carlton with Eye-Med, Donna McIntosh, Amy Wigington, and Faye Tryon from the CMCSS Benefits Office, Sharla Smith from Onsite, Pam Clark from County HR and Margaret Pace, CMCSS Board Member.

Jeanine Johnson called the meeting to order at 9:03 am. A quorum was established.

Minutes from the April 10, 2017 meeting were reviewed. Motion to accept the minutes, was made by Carol Joiner. Kim Yarbrough seconded. Motion carries.

Jeanine Johnson introduced Michele Cilurzo, the Client Relationship Director with Empower-Retirement and Kaci Lantz the ORP Director with the State of Tennessee. They provided handouts concerning the State 401(k) plan, to the Trust members. Some advantages with the 401(k) plan are:

1. Reduced Fiduciary Liability
2. Already administratively utilizing the plan
3. Comprehensive Retirement Counseling
4. Lower Cost to employee

Michele and Kaci gave an overview of the process to terminate the current 403(b) plan and move to the State 401(k) plan. The first step is to draft a resolution to present to the Board of Education. Michele and Kaci answered questions from the Trust members. Motion to move forward with a resolution to the Board of Education was made by Danny Grant. Mark Banasiak seconded. Motion carries.

Jeanine Johnson introduced Todd Hodge, BlueCross BlueShield Major Account Manager, Joel Greene, Project Manager Specialty Products Division and Kathryn Carlton with Eye-Med. They provided handouts concerning VisionBlue. Some advantages with VisionBlue are:

1. Approximately a 17% lower cost than VSP (current plan)
2. Rates guaranteed for 4 years
3. Network Diversity including retail
4. Single ID card for employees

5. Administrative Simplification

Motion to move to VisionBlue was made by Danny Grant. Amanda Beck seconded. Motion carries. Jeanine Johnson recommended an effective date of January 1, 2018 for this change.

Sharla Smith gave the Onsite update due to Tommy Butler attending a conference. Sharla is working on staffing issues and adjustments that came with new clinic hours. Also, Sharla is working increasing awareness of Onsite, through promotions and presentations.

Kim Phelps provided an update on the Dependent Eligibility Audit. Currently the response rate is 75%. Consova will provide a final reporting on August 31, 2017.

Jeanine Johnson provided an update on the new position of Lead Nurse Practitioner for Onsite. This position would be one pay grade higher than the Nurse Practitioner pay grade with a salary in the range of \$88,000-117,000. The Lead Practitioner would bring Nurse Practitioners and Physician Assistants together on patient health issues and help Sharla with employee evaluations and oversight. A current employee will be promoted into this position. An additional position would not be added to the staff. Motion to approve the Lead Nurse Practitioner position with an effective date of July 1, 2017 was made by Tim Shaw. Danny Grant seconded. Motion carries.

Danny Grant provided Trust members with copies of the Financial Statements for March and April 2017. He presented the April 2017 Financial Statement to the Trust. Danny noted there was an increase in revenues over claims. Danny cautioned Trust members that we are going into the summer months, during which revenues decline because premiums are not collected and claims typically increase. Motion to accept the Financial Statements was made by Carol Joiner. Jeff Taylor seconded. Motion carries.

Chris Fessenden provided the Trust members with Medical and Dental Plan Experience Reports for April and May 2017. The medical loss ratio for May was 111%. The medical loss ratio has been steady for a few months. No need for concern. The dental loss ratio for May was 82% which is acceptable.

Jeanine Johnson provided an email from an employee giving support for discontinuing the 403(b) plan, in favor of the State 401(k) plan.

Tim Swaw presented a letter from the Montgomery County Mayor requesting medical coverage for the employees of the Two Rivers Company, an organization that is funded by the City and the County for the purpose of attracting, recruiting, and promoting businesses and investments to the Clarksville Montgomery County downtown and riverfront areas. A similar request was made in 2005 for the Customs House Museum and Cultural Center employees which was denied by the Trust. Chris Fessenden

mentioned that our reinsurance would need to be reviewed, a change in our eligibility requirements for our plan would be needed, and we could be opening the door for other similar entities. Trust members discussed the issue. Carol Joiner recommended parameters be made for future decisions. Motion to not approve the request but have the County submit information about similar entities and have a future conversation about this subject was made by Kimberly Yarbrough. Charli Hall seconded. 10 members were in favor, 2 were opposed. Motion carries.

Jeanine Johnson presented information concerning the BCBS Pharmacy rebate. The rebate was in the amount of \$505,543.87 plus interest of \$293.09 for a total of \$505,836.96.

Jeanine Johnson presented six large claims and the claims history for the last year. Jeanine reminded Trust members to keep the large claims information confidential.

Next meeting will be held August 28, 2017 at 4:15 pm in the Board Room.

Jeanine Johnson introduced Margaret Pace, a Board of Education member who was observing a Trust meeting.

The meeting was adjourned at 10:50 am.