

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**November 20, 2017**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, November 20, 2017 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Carol Joiner, Patricia Bailey, Mark Banasiak, Tommy Butler, Blake Frerking, Charli Hall, Leslie Helmig, Donna Mahoney, Tim Swaw, Jeff Taylor, and Jim Young. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Larissa Whittle from SageView, Bailey Martin from Jack Turner and Associates, 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 October 2, 2017 meeting were reviewed. Motion to accept the minutes, was made by Tim Swaw. Blake Frerking seconded. Motion carries.

Larissa Whittle with SageView gave a brief presentation comparing the current MetLife 403(b) plan and the State 401(k) plan. Larissa provided Trust members with a handout comparing the plans. Based upon the current investment averages, participants would save approximately \$52,146 per year on non-fixed assets. Because of the significantly lower costs and additional features provided by the RetireReadyTN 401(k) program, it makes sense to terminate the 403(b) plan. MetLife participants would be given the following options: transfer their account to the 401(k) plan, rollover to an IRA, or take a distribution (subject to taxes and penalties). Participants would be given an extended period of time (generally up to two years) to decide. There was discussion among the Trust members. Jeanine Johnson mentioned that the Trust had voted to transition to the State 401(k) plan, but she suggested that the vote be revisited and that we have the State 401(k) representatives attend the next Trust meeting. At that time, the Trust and the State representatives will discuss extending the period of time that participants have to move their funds to avoid fees on being charged to participants with fixed-asset accounts. Retirees would need to close their 403(b) account and possibly do an IRA rollover.

Tommy Butler gave a brief Onsite update. Tommy has met with Jeff Truitt to look at additional space for the clinic. Tommy and Sharla are thinking of the future and changes that may need to be made to the clinic. A larger main clinic would mean some satellite clinic locations could be closed. Also, there is consideration being given to possibly moving the Kenwood satellite to Rossvie. Currently, the Kenwood satellite is the least used of all the satellite clinic locations.

Chris Fessenden reminded the Trust members of the upcoming prescription changes to the medical plan, effective 1-1-18. A handout outlining the changes was provided to Trust members. Effective 1-1-18, the SmartStart program will be implemented, Over-the-Counter medications will not be covered by the plan, and Compound medications will not be covered by the plan.

Carol Joiner presented the Trust members with an amended Trust Agreement. The number of Trust members shall increase from 16 to 17 members. The Montgomery County representatives shall increase from 2 to 4 members. Two new County representatives shall be appointed by the County Mayor with the approval of the Country Commission. Carol Joiner shall cease to be a Trust member for CMCSS, but will attend the meetings. The amended Trust Agreement will go to the Board of Education for approval.

Jeanine Johnson provided Trust members with copies of the Financial Statement for September 2017. In Mr. Grant's absence, Jeanine presented the September financial statement to the Trust. Jeanine noted revenue has begun to increase again because payroll deductions for medical premiums have resumed for CMCSS. Fund balance is \$15.1 million. Overall the Trust Fund is doing well. Jeanine requested that the Fessendens provide a projection for 2018. Motion to accept the Financial Statement was made by Jeff Taylor. Tommy Butler seconded. Motion carries.

Chris Fessenden provided the Trust members with Medical and Dental Plan Experience Reports for September and October 2017. The medical loss ratio was 102.8%. This is higher than projected but there is still a healthy reserve. The dental loss ratio was 85.39%. Chris noted the dental rates for the 2018 will not change.

Chris Fessenden provided the Trust members with information concerning our annual wellness credits from BCBS. The Trust currently receives \$20,000 annually in wellness credits. The credit must be used for a BCBS service. The Trust used \$18,000 of the credit to pay for the PhysicianNow program. In the 2016 plan year, there were 64 PhysicianNow visits, the 2017 plan year will be comparable. Utilization is low for a group the size of the Trust. The Onsite clinic is preferred by members as there is no cost from them to use the clinic. Therefore, Chris recommends terminating the PhysicianNow provision, effective December 31, 2017.

Chris Fessenden informed the Trust BCBS has a new Healthy Maternity program that could be funded by the wellness credits. Program benefits include the following:

- Confidential maternity health advice
- Personalized one-on-one support from a maternity nurse
- Helpful prenatal information online
- Details about baby's immunization

Trust members discussed this program. Mark Banasiak made a motion to end the PhysiciaNow program and get information on other BCBS programs that our wellness credits could be used for. Tommy Butler seconded. Motion carries. This item will be revisited at the next Trust meeting.

Chris Fessenden presented a True Life Care update. The True Life Care plan began in June of 2015. Chris provided the Trust members with 2 years of data for the True Life Care plan. The plan is almost 100% cost neutral. Chris recommends continuing the plan another year and then re-evaluate. Trust members discussed this. Trust members would like more information before deciding to discontinue the plan. This item will be revisited at the next Trust meeting.

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

Next meeting will be held February 5, 2018 at 4:15 pm.

The meeting was adjourned at 5:20 p.m.