

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**July 24, 2018**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Tuesday, July 24, 2018 in the Board Room at Central Office. Members in attendance were Jeanine Johnson, Patricia Bailey, Mark Banasiak, Amanda Beck, Tommy Butler, Leslie Helmig, Donna Mahoney, John Smith, Jeff Taylor, Tim Swaw and Kimberly Yarbrough. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Marcia Demorest, 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 9:01am. A quorum was established.

Minutes from the April 16, 2018 meeting were reviewed. Motion to accept the minutes, was made by Mark Banasiak. Patricia Bailey seconded. Motion carries.

Sharla Smith from Onsite reported that Dr. Huffman started July 1, 2018. He is working on expanding the provider services which has the potential to decrease referrals to outside providers.

Chris Fessenden reported that the RFP sub-committee decided to separate the RFP for the Pharmacy Benefit and the Medical Claims Administration. The first RFP will be for the Pharmacy Benefit and is being worked on. The Medical Claims Administration RFP will commence at the direction of the Trust, feasibly the first quarter of 2019. An effort is being made to be sensitive to the plan members in the decision making. The sub-committee will focus on the prescription transparency plan only. Currently we have a spread contract, and if we stay with this, BCBS has the best plan. The RFP for the prescription proposals will be available August 13, 2018. Jeanine Johnson reminded the Trust that if a third party provided the Pharmacy Benefit, the plan members would likely have two id cards, one for medical and one for pharmacy.

Tommy Butler provided an update on the HC21, which provides comparisons of medical costs across Tennessee. The Trust is a member of HC21.

Marcia Demorest provided the Trust with the April and May 2018 Financial Statements. Comparing last year with this year the fund balance is up about \$319,000.00. Jeanine Johnson reminded the Trust members that premiums are not taken during the summer months which will show a large deficit, but will improve when insurance deductions resume. Motion to accept the Financial Statement was made by Jeff Taylor. Mark Banasiak seconded. Motion carries.

Tommy Butler provided the Trust with copies of the May and June 2018 Insurance Trust Monthly Comparison Data. Profit balance for May 2018 was \$689,996.00. The Balance for May 2018 is \$20,903,459.00 which is up from last year. This is an indicator that the 6% increase was needed. Over all the YTD loss ratio is good.

Chris Fessenden provided the Trust with Medical and Dental Plan Experience Reports for May and June 2018. The medical loss ratio for June was 92%. The loss ratio continues to trend downward. The Dental Plan for the school system loss ratio is 86.9%. Discussion followed concerning an RFP for the dental plan. Chris stated with the loss ratio of 86.90% is very competitive and we may want to look into some minor changes with the plan we currently have. Chris will provide more information.

Kim Phelps provided the Trust with copies of information concerning Applied Behavioral Analysis (ABA) Therapy for Autism. This helps physicians identify challenges that trigger behavior issues and environmental factors. A treatment plan is then developed that implements environmental modification, behavioral stimuli and consequences to produce socially significant improvements in critical adaptive behaviors and reduce the severity and frequency of challenging behaviors. This is currently not covered by our medical plan. BCBS now covers this with their insured plans. The State of Tennessee does cover this. The estimated additional cost to the Trust would be approximately \$38,000.00 per year. Discussion followed. Jeanine Johnson noted that in the past the Trust typically covers what the State plan covers. Motion to include the ABA Therapy in the medical plan effective September 1, 2018 was made by Mark Banasiak. Kim Yarbrough seconded. Motion carries.

Kim Phelps provided the Trust with information concerning the coverage for Organ Transplant. Currently, the medical plan covers travel, meals and lodging for the organ recipient. BCBS has begun covering travel, meals and lodging up to \$10,000.00 for the live kidney donor for their fully insured plans. The State of Tennessee plan does not cover this. The estimated annual cost to the plan would be \$2,326.00. Discussion followed. This item was tabled and will be revisited next year.

Chris Fessenden presented the Medical Reinsurance renewal. The current deductible is \$500,000.00. Reinsurance covers claims above the deductible. There are two options:

1. Keep the current \$500,000.00 deductible with no increase in premium and increase the laser from \$636,000.00 to \$710,000.00. This will cost the Trust an additional \$74,000.00.

2. Keep the laser at \$636,000.00 and incur a 20% premium increase. This will cost an additional \$107,000.00.

Chris recommends keep the current \$500,000.00 deductible and increase the laser to \$710,000.00.

Discussion followed. Motion to keep the \$500,000.00 deductible and increase the laser to \$710,000.00 effective September 1, 2018 was made by Tim Swaw. Tommy Butler seconded. Motion carries.

Kim Phelps provided information concerning Genetic testing which is now covered by BCBS insured plans. The State of Tennessee does not cover genetic testing. Genetic testing can sometimes help confirm or rule out a suspected genetic condition. Conditions that may require this test were provided. Prior authorization from BCBS is required. The estimated additional annual cost to cover this therapy is \$13,000.00. Discussion followed. Jeanine requested Tommy Butler to find out the cost of the genetic testing to the Onsite Clinic. We will revisit this at the next meeting with further information from BCBS.

Amy Wigington provided information to the Trust Members concerning a change in the wording addressing Surrogacy in the EOC. The added wording would read as: "Charges relating to surrogate pregnancy when the surrogate mother (carrying a fetus to term for another individual) is a Covered Member under this plan". The Local Education Plan has this same exclusion. Motion to add the additional exclusion to our Preferred, Standard, and Retiree Medical Plans effective 9.1.18 was made by Tommy Butler. Mark Banasiak seconded. Motion carries.

Chris Fessenden provided information comparing our Preferred and Standard plan with the State of Tennessee plan. Our plans are superior to the State of Tennessee.

Jeanine Johnson reviewed a letter from BCBS concerning the possible withdrawal of the Anesthesia Medical Group from the Select Network. Negotiations are on-going with a deadline of August 31, 2018. If an agreement is not met, the Trust will need to address the outcome. Discussion followed.

Jeanine Johnson updated the Trust concerning the 2018 PCORI fee. This year the Trust paid \$21,594.00.

Jeanine Johnson presented three large claims and the claims history for the past year.

Mark Banasiak addressed the need for the survivor of an employee who had medical insurance to be allowed to participate for one month before termination of coverage occurs. Discussion followed. This will be addressed at the next Trust meeting.

Next meeting will be held Monday, August 20, 2018 at 4:15 p.m.

The meeting was adjourned at 10:13 a.m.