

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
August 20, 2018

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, August 20, 2018 in the Board Room at Central Office. Members in attendance were Jeanine Johnson, Patricia Bailey, Mark Banasiak, Amanda Beck, Tommy Butler, Blake Frerking, Danny Grant, Charli Hall, Leslie Helmig, Ed Long, 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, Donna McIntosh, Amy Wigington, and Faye Tryon from the CMCSS Benefits Office, Sharla Smith and Dr. Huffman from Onsite, Pam Clark from County HR, Jeff Truitt from County Government, Mr. Millard House, Director of Schools, and Five Points representatives James Smith and Marisa Combs.

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

Jeanine Johnson introduced new Trust member Ed Long.

Tommy Butler introduced Dr. Huffman, the new Supervising Physician at Onsite.

Tim Swaw introduced Five Points representatives James Smith and Marisa Combs. James made a presentation to the Trust summarizing an Alternative/Bridge plan designed to be offered to County employees. A brochure was provided to all Trust members for review during the presentation. Highlights of the plan include the following:

- It works like Medicare paired with Medicare supplement
- Offers an additional higher out of pocket plan with lower premiums
- Employer contribution stays the same
- Bridge Plan reimburses primarily for major medical claims, like hospitalization, surgery, or having a baby
- Bridge Plan reimburses for limited outpatient expenses, but does not reimburse doctor office visits or prescriptions.
- Reimburses for both in and out of network claims
- Guaranteed issue-no health questions and no pre-existing conditions limitations

James Smith estimates that 25% of County employees will participate. The County would like to implement the Bridge Plan effective January 1, 2019. Concerns were voiced how this would affect the Trust fund. Chris Fessenden stated that the State Plan does not offer a Bridge Plan. Chris added, since the County currently represents 21.7% of the employees covered, the overall impact may not be a large increase but in our opinion there could be an increase in the cost to the remaining group. The magnitude would depend on the census characteristics of the group electing the Alternate plan. If the electing group has the same demographics as the overall group then the impact would be minimal. The agent has commented that he thinks the enrolling group will

have the same overall demographics as the group on a whole but will not know until the group is enrolled. Trust members requested time to study the information, submit questions and revisit this item at the September Trust Meeting before making a decision. Tim Swaw stated that he would prefer members have more time to review and provide questions before a motion is made and a vote taken. Members discussed scheduling a meeting in early September.

Minutes from the July 24, 2018 meeting were reviewed. Motion to accept the minutes, was made by Jeff Taylor. Amanda Beck seconded. Motion carries.

Tommy Butler briefly reported that he and other Onsite staff recently visited the clinic that Metro-Davidson operates in partnership with Vanderbilt and stated that it was an impressive clinic.

Chris Fessenden gave an update on the new prior authorization service for genetic testing. This is so new that Blue Cross Blue Shield does not have any information and can't provide any return on investment figures. Chris recommends putting this item on hold and not taking any action at this time.

Chris Fessenden reported that seven responses to the Pharmacy RFP have been received.

Jeanine Johnson provided the Trust members with a copy of the letter that CMCSS has sent to employees that participate in the medical insurance, concerning the ongoing negotiations between BCBS and the Anesthesia Medical Group. She encouraged Trust members to inform other employees to confirm who will provide anesthesia services if they have a surgery scheduled in the near future. AMG has indicated they will not "balance bill" the full charges to the patients and will honor the past BCBSTN in-network negotiated discounts to the patient's bill through December 31, 2018.. Steps will need to be taken if an agreement is not met.

Danny Grant provided the Trust members with the June 2018 Financial Statements. Overall, the fund balance is doing well. More revenue will be received as the insurance deductions for the CMCSS employees resume in August. Motion to accept the Financial Statement was made by Mark Banasiak. Leslie Helmig seconded. Motion carries.

Tommy Butler provided the Trust members with a copy of the June 2018 Insurance Trust Monthly Comparison Data. The Balance for June 2018 is approximately up \$1.5 million from last year at this time. The upcoming 9% premium increase will help our financial status. Over all the YTD loss ratio is good.

Chris Fessenden provided the Trust members with the Medical and Dental Plan Experience Reports for July 2018. The medical loss ratio for June was 96.4%. The loss ratio continues to trend downward. The Dental Plan loss ratio for July was 92.02%.

Kim Phelps addressed the Trust members concerning the termination of an employee's dependent's coverage in the event of the employee's death. Dependents of a deceased employee, who are enrolled in the health insurance will continue to be covered by the insurance through the end of the month with the option to enroll in COBRA for 18 months of coverage at their own expense. In addition, the dependent's life insurance is portable for 31 days after the employee's death. If the dependent life insurance is ported, the premium is payable by the employee's dependents.

Kim Phelps provided the Trust members with information concerning the High Tech Imaging services offered by BCBS. This program requires prior authorization for select advanced radiological imaging services to ensure clinical appropriateness of physician-ordered imaging services. BCBS is requesting a fee increase of \$.02 per employee per month. Discussion followed with a recommendation to request BCBS waive the increase. Jeanine Johnson emphasized the savings to the Trust by having the HTI services and that we definitely need it. Chris Fessenden will contact Todd Hodge concerning the possibility of waiving the fee increase.

Chris Fessenden provided Trust members with a brochure summarizing the services that the Fessenden Consulting Group provides to the Insurance Trust.

Jeanine Johnson provided Trust members with the letter from the State concerning the annual LEP "equal or superior" determination of our health insurance plans. The information requested by the State has been submitted to them by Donna McIntosh.

Jeanine Johnson presented the claims history for the past year and one large claim. Jeanine reminded Trust members that claim information is confidential.

Next meeting will be held Monday, September 10, 2018 at 4:15 p.m.

The meeting was adjourned at 5:40 p.m.