

**CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES**  
**INSURANCE TRUST MEETING**  
**December 17, 2018**

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Monday, December 17, 2018 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Patricia Bailey, Mark Banasiak, Amanda Beck, Tommy Butler, Blake Frerking, Charli Hall, Leslie Helmig, Kellie Jackson, Ed Long, Donna Mahoney, John Smith, Jeff Taylor, Tim Swaw and Kimberly Yarbrough . Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Kimberly Wiggins Montgomery County Trustee, Carol Joiner CMCSS General Counsel, 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 p.m. A quorum was established.

Minutes from the October 15, 2018 meeting were reviewed. Motion to accept the Minutes was made by John Smith. Jeff Taylor seconded. Motion carries.

Jeanine Johnson updated the Trust members concerning the new MetLife Service Agreement. After Jeanine and Carol Joiner reviewed the document, it was fully executed.

Jeanine Johnson provided the Trust members with a summary of the 403(b) Consulting RFP. Two bids were submitted; one by Jack Turner and Associates and the other by the current consultant, SageView. The major factors in scoring each bid was the contract terms regarding the amount of time to sever the contract and the annual cost of the service. Jack Turner and Associates allows the contract to be terminated with a 30 day notice. SageView's contract requires a 90 day notice. SageView bid \$10,000 annually, for their service, which is their current contract amount. Jack Turner and Associates' bid was \$5000 annually. Each bid was scored with a possible 100 points; the results were Jack Turner and Associates with 100 total points and SageView with 94 total points. Jeanine stated that the references for Jack Turner and Associates were very positive. Also, Tim Swaw stated that Jack Turner and Associates had showed a lot of integrity, in the County's dealings with them. Trust members discussed the potential for a conflict of interest with one of the MetLife Financial advisors also working at Jack Turner and Associates. A motion was not made. CMCSS CFO Danny Grant was not in attendance. Trust members wanted Mr. Grant to review the proposal before a motion was made and a vote taken. This item will be re-visited at the next Trust meeting.

An update on the County PPO Choice + Bridge Plan was provided. Tim Swaw stated that 49 County employees had enrolled in the new plan with an effective date of Jan. 1, 2019. Chris Fessenden stated that after speaking with the actuary, it is believed that the new plan will not have a negative impact on the Trust.

Chris Fessenden gave an EpiphanyRx update: the billing set up is complete, the plan build has been completed and tested, welcome letters were mailed to members on Dec.

3, 2018, members on Specialty medications received a phone call, Epiphany will be contacting the high volume local pharmacies to let them know of the change. CMCSS and County Government sent communications to members to announce the change in the pharmacy provider. BlueCross began mailing new insurance cards on Dec. 12, 2018.

Since Danny Grant was absent, Jeanine Johnson reviewed the September 2018 and October 2018 Financial Statements. Tommy Butler presented a monthly data comparison for October and September 2018. The YTD Reserve comparison showed the Reserve balance is up \$3.4 million from October 2017. Motion to accept the Financial Statements was made by Jeff Taylor. Amanda Beck seconded. Motion carries.

Chris Fessenden provided the Trust members with the Medical and Dental Plan Experience Reports for October 2018 and November 2018. The Medical loss ratio for November 2018 was 115.1%. The Dental loss ratio for November 2018 was 65.34% and the year to date Dental loss ratio was 85.33%. Chris mentioned that a dental RFP may be completed in the Spring of 2019.

A comparison of the Trust medical plans and the State of Tennessee medical plans was given to Trust members. Jeanine Johnson reminded Trust members that our medical insurance has to be equal or superior to the State insurance. Chris Fessenden reviewed the comparison data for Trust plans and the State of Tennessee plans. The County Choice PPO + Bridge plan was included in the comparison.

Jeanine Johnson presented Retiree Medical/Medicare Eligibility information. A retiree may stay on the Trust plan until they turn 65 or are eligible for Medicare. It was discovered that a retired employee who was eligible for Medicare was on the Retiree Medical plan. An audit was conducted which resulted in the finding that 11 retirees were on the Retiree medical plan, but were eligible for Medicare. These retirees were notified that they are not eligible to stay on the Retiree plan and their coverage will end Dec. 31, 2018. One of the members that must come off the Retiree plan may not enroll in Medicare until July 2019. This member has not had any significant claims history and will be allowed to stay on the Retiree plan, until such time as they may enroll in Medicare. A document has been developed for CMCSS employees to sign upon retiring, that states if they are eligible for Medicare they are to notify the Trust and will be taken off the Retiree medical plan. Periodic audits will be conducted in the future to insure that only eligible retirees are on the Retiree medical plan.

Jeanine Johnson presented the claims history report for the past year. Four large claims were presented.

Next meeting will be held Tuesday, January 22, 2019 at 4:15 p.m. Jeanine reminded the Trust members of the February 4<sup>th</sup> meeting designated for a BCBS presentation.

The meeting was adjourned at 4:55 p.m.