

CLARKSVILLE MONTGOMERY COUNTY EMPLOYEES
INSURANCE TRUST MEETING
January 14, 2020

The meeting of the Clarksville Montgomery County Employees Insurance Trust was held Tuesday, January 14, 2020 in the Lecture Hall at Central Office. Members in attendance were Jeanine Johnson, Mark Banasiak, Amanda Beck, Tommy Butler, Marcia Demorest, Charli Hall, Leslie Helmig, Kellie Jackson, Ed Long, Donna Mahoney, Kay Rye, John Smith, Tim Swaw, Jeff Taylor, Mary Thomas and Kimberly Yarbrough. Also in attendance were Chris Fessenden and Kim Phelps of Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Pam Powell of Powell Architecture, Donna McIntosh, Amy Wigington, and Faye Tryon from the CMCSS Benefits Office, Sharla Smith from Onsite, 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 22, 2019 meeting were reviewed. Motion to accept the Minutes was made by Mark Banasiak. Charli Hall seconded. Motion carries.

Tommy Butler presented an Onsite update. Plans for a counselor at Onsite are moving forward. Discussions with Centerstone have taken place. A counselor from Centerstone would be utilized for a time, with plans to bring the position in-house. A draft contact will be sent to Carol Joiner for review. The cost of a counselor will be partially offset by the funds that are no longer being used for a Dietitian at Onsite. Tommy Butler provided the Trust members with the history of the Onsite Clinic and how it has expanded in past years. Sharla Smith reminded the Trust that the Clinic hopes to begin offering infusions by March 1, 2020. Approximately thirteen employees currently need infusions. There is potential to save approximately \$38,000 per year per patient if the infusion is done at Onsite and a similar but less expensive medication is used. The potential savings could be used to offset the cost of the clinic renovations.

Sharla Smith introduced Pamela Powell, the architect that has drawn up three options to renovate the Onsite Clinic. Sharla provided an overview as to why the renovations are needed in the existing space:

- narrow hallway
- small waiting area
- all 5 providers are not able to work at the clinic at the same time
- only one restroom for employees and patients
- no handwashing features available in or near exam rooms
- limited storage area
- no emergency lights in exam rooms
- lack of privacy due to thin walls between the exam rooms
- lack of ventilation
- moisture weeping through the slab in new area

Option #3 – Estimated Cost: \$150,000

- larger waiting area
- lab area expanded
- existing narrow hall will remain on “old side”
- no painting or new flooring

Option #2 – Estimated Cost: \$400,000

- further expand the lab area
- new flooring
- fresh paint
- four restrooms
- two windows added in the back area

Option #1 – Estimated Cost: \$600,000

- all issues are resolved
- 5 restrooms
- lab is longer
- narrow hallway will be enlarged
- more exam rooms
- ventilation repairs

Tommy Butler stated until the bids come in the exact cost of the renovation is not known. None of the options presented included the cost of the following:

- furniture
- architect fees
- technology installation
- medical equipment
- miscellaneous items like décor

Tommy stated the extra items listed above would cost approximately \$150,000. In addition, operations may be able to help with some of the renovation, depending on their schedule, which would decrease the cost. Also, if needed, items can be carved out of the project to save on the cost.

Tommy presented that the Employee Wellness Credit Sub-Committee met on November 24, 2019 and recommends using \$80,000 of the \$100,000 Wellness Credit to offset the cost of the renovation of Onsite. BCBS stated the Wellness Credit could be used for this purpose. The remaining credit of \$20,000 will still be used for Employee Wellness incentives. The BCBS Wellness Credit will be \$100,000 per year for 5 years. Discussion followed.

Mark Banasiak made a motion to go forward with Option #1 to fully utilize the space and issue an RFP and to use \$80,000 of the BCBS Wellness Credit to offset renovation costs, with a yearly review of the use of the Wellness Credit. Jeanine Johnson stated

that once the bids come back the Trust would need to vote again. John Smith seconded. Motion carries.

Jeanine Johnson presented an update concerning the Health Navigator position, provided by BCBS. Final interviews will be January 23, 2020. BCBS will be paying for this position as well as providing training. The Health Navigator's office will be at Central Office. The Health Navigator will assist CMCSS and County Government employee's that participate in the medical plan.

Marcia Demorest provided Trust members with copies of the Financial Statements for October and November 2019. Marcia reviewed the November statement with the Trust members and provided a chart showing the fund balance, expenses, and revenue comparing 2017, 2018, and 2019. The average expense for the past 12 months has increased. The number of months in reserve has decreased from 3.05 to 2.68. John Smith made a motion to accept the Financial Statements. Amanda Beck seconded. Motion carries.

Chris Fessenden provided the Trust members with the September, October, November, and December 2019 Medical and Dental Plan Experience Reports. The medical loss ratio for December was 109.2%%. The medical year to date loss ratio was 103.4%. The medical loss ratio goes up and down, which isn't unusual. The Dental Plan loss ratio for December was 72.87%. The dental year to date loss ratio was 86.12%. There are not concerns at this time.

Jeanine Johnson presented the results of a subrogation decision. Jeanine and Carol Joiner discussed the situation with the BCBS attorneys, BCBS account manager, and the Fessenden Consulting Group. An employee who had an auto accident was taken to an out-of-network hospital for treatment. The employee was billed approximately \$170,000. The plan paid over \$30,000. As a rule, a plan is paid back if money is awarded in a lawsuit. However, because the employee will not be made whole, the Trust was asked if we would wave our interest, meaning the plan would not be paid back the \$30,000. The decision was made to give up our interest based on Tennessee common "made whole" law.

Jeanine presented a letter from Tennova Healthcare concerning their switching to an in-network provider for their emergency room physicians. The new provider is American Physician Partners (APP). APP is headquartered in Brentwood and began providing emergency room physicians to Tennova ER and Sango ER on December 10, 2019.

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

The next meeting will be held Monday, March 16, 2020 at 4:15 p.m.
The meeting was adjourned at 5:20 p.m.

