

Clarksville Montgomery County Employees
Insurance Trust Meeting
November 27, 2023

The meeting of the Clarksville Montgomery County employees trust was held on Monday, November 27, 2023 at 4:15 p.m. in the Lecture Hall.

Members in attendance were Melissa Izatt, Chris Reneau, Mark Banasiak, Tommy Butler, Bart Dixon, Shannon Hadley, Charli Hall, Leslie Helmig, Teresa Cottrell, Heather Fleming, Donna Mahoney, Lindsey Rittenberry, John Smith, Jeff Taylor, and Ashley Nix. Also in attendance were Chris Fessenden, Mark Fessenden, and Kim Moss of Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Amy Wigington, Christy Rowland, Stacey Smith, and Tracy Boisseau from the CMCSS Benefits Office, and Sharla Smith, Tiffany Hampton, and Kelly Folley from OnSite Medical Clinic.

Melissa Izatt called the meeting to order at 4:15 p.m.

Melissa Izatt welcomed Tracy Boisseau - New Benefits Admin Assistant.

Minutes from the August 21, 2023 meeting were reviewed. Melissa addressed that Teresa Cottrell was not present at the August 21, 2023 meeting as stated in the minutes. Motion to accept the minutes was made by Mark Banasiak. John Smith seconded. All Trust members verbally voted yes. Motion carries.

Chris Reneau, CMCSS Chief Financial Officer, presented the financial statement for September 2023. The total liabilities and fund balance is \$18,270,574.35, which was significantly lower than last year, but he reminds us that the first two months of this pay period no premiums were collected. Chris still feels that it is a healthy fund balance and will fully recover. Trustee's report balance \$23,829,220.15. John Smith made a motion to accept the financial statements as presented. Jeff Taylor seconded. All Trust members verbally voted yes. Motion carries.

Chris Fessenden provided the Trust members with the September 2023 Medical Plan Experience Reports. The medical loss ratio for August was 133.8%. The year to date medical loss ratio was 101.9%. The plan is in good standing.

Melissa Izatt presented the claims payment history data with three large claims.

Tommy Butler along with Chris Fessenden explained that the "Gag Clause" refers to a contract term that directly or indirectly restricts information that a group health plan or insurer can make available to another party. Mark Fessenden then explains the attestation is due by December 31, 2023. Stacey Smith will submit the attestation. Fessenden Consulting Group will provide any assistance needed to get this done.

Tommy Butler presented the medical plan Return for Proposal history. Tommy stated the wellness credits are good for five years and will reconsider in March.

Melissa Izatt presented Wegovy appeals to the Trust and explained the appeal process. The Fessenden Consulting Group presented research on the potential cost increase to the plan to add weight loss medications. Chris Fessenden stated it is important to note that weight loss from prescription medications is only maintained while the medication is being consumed or if the patient post-medication has adopted significant lifestyle changes that allow for the maintenance of weight loss. There was extensive discussions between Trust members over these particular appeals. Motion to uphold the denial was made by Chris Reneau. Heather Fleming seconded. All Trust members voted to uphold. Motion passes.

Melissa Izatt presented the requested compensation breakdown, not on the agenda. Chris Fessenden stated that The Fessenden Consulting Group does not add any compensation to their client's ASO or PBM contracts. Chris Fessenden stated that The Fessenden Consulting Group uses standard reinsurance commissions as part of their compensation for services provided. For other insurance coverages, they typically use standard commissions. Per the handout given, 2023 estimated commissions since they do not have December commissions at this time are \$135,003.

Melissa Izatt mentioned that a trust member had submitted a question to consider. Trust member Mark Banasiak stated that he has two items he would like the board to consider. Mark Banasiak states that he is not requesting approval, but he is requesting that the Trust research and discuss the viability of the two options. One is limited survivorship insurance for the widow or dependents of the employee. Two is the limited survivorship for retirees. The Fessenden Consulting Group will research and have data available at the next meeting.

The next meeting will be held Tuesday, February 13, 2024 at 4:15 p.m. in the Lecture Hall.

The meeting was adjourned at 5:03 p.m.

