

Clarksville Montgomery County Employees
Insurance Trust Meeting
February 13, 2024

The meeting of the Clarksville Montgomery County employees trust was held on Tuesday, February 13, 2024 at 4:15 p.m. in the Lecture Hall.

Members in attendance were Melissa Izatt, Chris Reneau, Mark Banasiak, Tommy Butler, Bart Dixon, Charli Hall, Leslie Helmig, Teresa Cottrell, Heather Fleming, Donna Mahoney, and Jeff Taylor. Also in attendance were Chris 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, Sharla Smith, Tiffany Hampton, Michelle Smith, Robert Conley, and Kelly Foley from Onsite Medical Clinic.

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

Minutes from the November 27, 2023 meeting were reviewed. Motion to accept the minutes was made by Heather Fleming. Jeff Taylor seconded. All Trust members verbally voted yes. Motion carries.

Chris Reneau, CMCSS Chief Financial Officer, presented the financial statement for December 2023. The total liabilities and fund balance is \$24,959,374.56. Trustee's report balance \$24,982,393.53. Chris Reneau stated that we need to schedule a meeting next month to discuss a possible premium increase. Jeff Taylor made a motion to accept the financial statements as presented. Mark Banasiak seconded. All Trust members verbally voted yes. Motion carries.

Chris Fessenden provided the Trust members with the Medical Plan Experience Reports. The medical loss ratio for January was 65.1%. The year to date medical loss ratio was 100.2%.

Tommy Butler stated that his takeaway from Chris Fessenden's Medical Experience Report that medications are up 1.7 million, pharmacy is up 2.2 million, and the cost to operate Onsite is up half a million. Costs are increasing from September to the end of January.

Chris Fessenden presented the Medical Plan Renewal/ RFP Discussion and stated that we are coming off a five year rate program with BCBS and so what we have asked BCBS to do is to prepare a medical administrative renewal prior to next month's meeting so that it will be available for discussion. Chris Fessenden stated that we look at that and determine if that is going to be competitive or go out to market for a bid. Chris Fessenden mentioned that when you get into a bid process, when you are self-

funded, you need to look at provider disruption, network discounts, administrative fees, and if the insurance company offers a PBM carve out.

Chris Fessenden presented the research and data regarding the cost of insurance premium coverage for survivor/dependents of a deceased employee or retiree. Chris Fessenden stated that per the last six years, on average, mortality for active employees was six per year and the premium coverage cost would be \$20,000 for 60 days and \$30,000 for 90 days for full cost family. The average mortality for retirees was nine per year and the premium coverage cost would be \$30,000 for 60 days and \$45,000 for 90 days. Melissa Izatt mentioned that each organization will need to make their own decision regarding this as this is not an insurance trust decision.

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

The next meeting will be held Tuesday, March 12, 2024 at 4:15 p.m. in the Lecture Hall.

The meeting was adjourned at 4:39 p.m.

