

**Clarksville Montgomery County Employees**  
**Insurance Trust Meeting**  
March 12, 2024

The meeting of the Clarksville Montgomery County employees trust was held on Tuesday, March 12, 2024 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, Lindsey Rittenberry, John Smith, and Jeff Taylor. Also in attendance were Chris Fessenden, and Kim Moss Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Jessica Hernandez CMCSS Business Affairs, Amy Wigington, Christy Rowland, Stacey Smith, and Tracy Boisseau CMCSS Benefits Office, Michelle Smith, Robert Conley, and Kelly Foley Onsite Medical Clinic.

Melissa Izatt called the meeting to order at 4:16 p.m.

Minutes from the February 13, 2024 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 January 2024. The total liabilities and fund balance is \$28,497,746.48. Trustee's report balance \$28,576,322.36. Jeff Taylor made a motion to accept the financial statements as presented. Heather Fleming seconded. All Trust members verbally voted yes. Motion carries.

Chris Fessenden provided the Trust members with the Medical Plan Experience Report. The medical loss ratio for February was 109.4%. The year to date medical loss ratio was 101.6%. The plan is in good standing.

Chris Fessenden provided the Trust members with the Health Plan Actuarial Report. The 9-1-24/25 plan year Med/Rx claims and expense cost is projected at \$81,564,409. The current 9-1-23/24 budgeted cost is projected to be \$69,848,758. The plan needs an increase of 16.77% for the 9-1-24/25 policy year. Fessenden Consulting Group research indicates the increased cost is primarily the result of high general inflation now impacting medical/rx plan costs and increased utilization which is influenced from providers increasing their services to make up for the lost revenue from defunct Government COVID subsidies. The Trust plan is below the average "Annual" Medical Trend of 6 to 7%.

Chris Reneau presented the 2024-25 Health Premium Discussion. Trust members discussed, in depth, the pros and cons of a medical premium increase. Motion to increase the medical premium by 3% effective September 1, 2024 was made by Jeff

Taylor. Heather Fleming seconded. All Trust members verbally voted yes. Motion carries.

Chris Fessenden presented the Medical Plan Renewal/ RFP Decision. Blue Cross is proposing to hold the current 2023 ASO fee (\$46.37) for the first three years, with an increase to \$47.88 9-1-27 and \$49.44 9-1-28. The wellness allowance will increase from \$100,000 to \$115,000. RFP will be discussed further at next month's meeting. Mark Banasiak made a motion to request a best and final offer from BCBS. Leslie Helmig seconded. All Trust members verbally voted yes. Motion carries.

Melissa Izatt presented the claims payment history data with one large claim.

The next meeting will be held April 9, 2024 at 4:15 p.m. in the Lecture Hall.

The meeting was adjourned at 5:14 p.m.