

Clarksville Montgomery County Employees
Insurance Trust Meeting
August 13, 2024

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

Members in attendance were Melissa Izatt, Jeff Taylor, Tommy Butler, Teresa Cottrell, Bart Dixon, Gene Fish, Heather Fleming, Shannon Hadley, Mark Krussow, Ashley Nix, Cassandra Osborne, and Lindsey Rittenberry. Also in attendance were Chris Fessenden and Kim Moss of Fessenden Consulting Group, Carol Joiner CMCSS General Counsel, Jessica Whitfield CMCSS Business Affairs, Tracy Boisseau, Christy Rowland, and Stacey Smith CMCSS Benefits Office, Robert Conley, Kelly Foley, Tiffany Maxwell, and Sharla Smith Onsite Medical Clinic, and Cassie Wheeler and Mark Wojnarek with the County.

Melissa Izatt called the meeting to order at 4:15 p.m. A quorum was established.

Melissa Izatt welcomed new members Mark Krussow, Gene Fish, Gina Harness, and Cassandra Osborne.

Minutes from the April 9, 2024 meeting were reviewed. Motion to accept the minutes was made by Heather Fleming. Cassandra Osborne seconded. All Trust members verbally voted yes. Motion carries.

True Life Care Presentation/Pricing Structure Change Proposal was presented by Kay Pfeiffer. True Life Care (TLC) is an RN-led coaching program providing the tools, resources, education, support, and personal accountability necessary for a better life with diabetes, including free testing supplies. Comparative costs from 2023 show that if participating members had picked up their testing supplies at the pharmacy, the total cost to the Trust would have been \$143,593. The Trust paid TLC \$134,458 for the program, less than the pharmacy cost. While TLC pricing has remained stagnant for nine years, their costs have increased. TLC proposes moving to an all-inclusive monthly fee of \$76 per participant, beginning in September. This covers coaching, and all testing supplies and devices provided. The pricing adjustment to \$76 per member per month reflects the value provided and aligns with current healthcare inflation trends. Currently the Trust pays on average \$10,000 per month for the 158 participants in the program. The all-inclusive monthly fee of \$76 per participant will increase the Trust's monthly costs by \$2,000-\$3,000 per month. TLC and the participating employees have saved the Trust approximately \$650,000 annually over the past five years, a total of \$3.2+ million from decreased ER visits and hospital inpatient events and days. TLC is virtually cost-neutral, as it is less costly for the Trust to have TLC provide glucose test supplies and equipment than from the pharmacy. Motion to accept an all-inclusive monthly fee of

\$76 per participant was made by Heather Fleming. Ashley Nix seconded. All Trust members verbally voted yes. Motion carries.

Sharla Smith presented the Onsite updates. Onsite has added a new PRN counselor two days a week. Additional clinic days will be added as patient numbers increase. July's patient numbers were the 2nd highest they've ever had. Onsite's goals are to increase patient numbers and take a closer look into their diabetic patients.

Jeff Taylor, CMCSS Chief Financial Officer, presented the financial statements for June 2024. The total liabilities and fund balance is \$31,409,762.48. Trustee's report balance \$31,396,676.69. Tommy Butler made a motion to accept the financial statements as presented. Teresa Cottrell seconded. All Trust members verbally voted yes. Motion carries.

Chris Fessenden provided the Trust members with the July 2024 Medical Plan Experience Report. The medical loss ratio for July was 93.0%. The year to date medical loss ratio was 100.03%. The plan is in good standing.

Chris Fessenden presented the Medical Reinsurance renewal, which is a type of excess risk coverage that provides protection for the self-funded plan sponsor against a high claim on any one individual. The Trust's reinsurance renewal due date is September 1st. The Trust members were given four options to choose from for the new renewal plan. Heather Fleming made a motion to accept the \$1m deductible proposed plan, -9.75% premium change, -\$63,243 annual \$ change, \$648,839 annual renewal premium, and an annual net savings of \$333,968. Bart Dixon seconded. All Trust members verbally voted yes. Motion carries.

Melissa Izatt presented the claims payment history data for the last year and five large claims.

The next meeting will be held Tuesday, January 14, 2025 at 4:15 p.m. in the Lecture Hall.

Heather Fleming welcomed new member Cassie Wheeler. She is the new Accounts and Budgets Director with the County. Cassie will be appointed by the mayor to serve on the Trust next month.

The meeting was adjourned at 5:12 p.m.