

# MINUTES

THE CITY AND COUNTY OF BUTTE-SILVER BOW

HEALTH BENEFIT PLAN INSURANCE COMMITTEE, JANUARY 28, 2020 @ 1:30 P.M.

Meeting was called to order at 1:33 PM

Roll call was taken via sign-in sheet.

Present: Michele Shea, Bryan Cetraro, Leslie Clark, Lori Fearon, Danette Gleason, Kareniesa Kohn, DeHanza Kwong, Brandon Warner, Doug Conway, Ann Shea, Beth Wurm, Theresa Marshall

Absent: Jennifer Kerns, Mike Nashiem, PJ O'Brien, Sherrie Walsh, John Moodry, Beth Parks

1. Minutes for October 22, 2019 meeting were reviewed. Unable to vote on minutes, lacking quorum.
2. Minutes for November 26, 2019 meeting were reviewed. Unable to vote on minutes, lacking quorum.
3. Proposal to change Committee By-Laws to add Payroll Administrator (Kate Woods) as an additional ad-hoc member. Also, due to payroll processing timelines, payroll unable to attend meetings on the Tuesday of a payroll week, so meeting schedule to be adjusted to compensate. Unable to vote on change, lacking quorum. HR to email proposed changes to committee members for an email vote.
4. Membership changes – terms ending January 31, 2020 include Jennifer Kerns and Mike Nashiem. Chief Executive's office has appointed DeHanza Kwong representing the Butte Public Library and Julia Crain representing Planning. Their terms will be effective on February 1, 2020.
5. Mutual of Omaha 3-year contract expires June 30, 2020. Payne West Insurance to send out RFP. Decision needs to be made by committee in April in order to be presented at Council of Commissioners in time for Open Enrollment in May.
6. Wellbeing Program (Biometric Screenings) – overall positive feedback except for communications to employees. 208 participants scheduled, some walk-ins and no-shows, expect about 200 total participants, down from 221 previous year.

7. HealthJoy - January 22, 2020 utilization report shows 182 activated employees, 316 eligible and 23 dependents. 21 telemedicine consults contribute to plan savings. Aime from HealthJoy was onsite for the biometric screenings and said they are pleased with our utilization and activation numbers.
8. Lori Fearon discussed Financials: Plan is in deficit, 17 large claims making up 53% of total paid claims.
  - a. Stop Loss Reimbursements are coming in on 5 claimants, plus one COBRA participant on a 250K laser.
  - b. St. James Healthcare is highest paid provider for 1<sup>st</sup> 6 months of plan, Lori is planning on negotiating with them to see if we can get another reduction in rates.
  - c. Lori is also attempting to find alternatives for some of the specific drugs contributing to the high cost pharmacy claims.
9. Lori provided education on Health Insurance Captives, an additional layer of financial stability to a self-funded plan.
10. Moving forward, Lori will present options for a regular renewal without any changes, and renewal with a captive. She will also begin the RFP process for carriers through MMIA and MACO.
11. Next meeting: To be determined after new schedule sent out.
12. Meeting was adjourned at 3:00 pm.