

# MINUTES

THE CITY AND COUNTY OF BUTTE-SILVER BOW

HEALTH BENEFIT PLAN INSURANCE COMMITTEE, JULY 23, 2019 @ 1:30 P.M.

Meeting was called to order at 1:38 PM

Roll call was taken via sign-in sheet.

Present: Sherrie Walsh, Ann Shea, John Moodry, Jennifer Kerns, Lori Fearon, Bryan Cetraro, Leslie Clark and Theresa Marshall

Absent: Doug Conway, Danette Gleason, Kareniesa Kohn, Mike Nashiem, PJ O'Brien, Beth Parks, Brandon Warner, and Beth Wurm.

1. Minutes for June 25, 2019 meeting were reviewed. Jennifer Kerns made a motion to approve minutes as written, John Moodry seconded the motion. All were in favor.
2. Leslie Clark & Lori Fearon presented updated financials.
  - a. Lori negotiated a reduction in rates St. James Hospital for the largest claim, and we should be seeing a refund of approximately \$200,000. She said her team is working on some of the other large claims as well, however, they must review them code by code to see where they can get a rate reduction.
  - b. Lori has a meeting set up with St. James to propose a change in rates. Current rates offered are 280% of Medicare rates, she is planning on asking for 180%. Would rather have a reduction in rates than a discount.
  - c. John Moodry asked for clarification on the financial reports, the report provided by Butte-Silver Bow and the report provided by Payne West show different figures. This was explained by Lori as both reports being a "snapshot" that may be taken at different times and may not reflect newer stop loss payments or claims. Final plan numbers should be available for the next meeting.
  - d. Jennifer Kerns thanked Lori for her successes in increasing financial security of the Butte-Silver Bow plan within the last year, pointing out the strength of the reserve balance now compared to when Lori started working with us. Committee members agreed.
3. Leslie informed the committee that proposal for Amendment #3 to the Plan Document for the Health Benefit Plan (Retiree Eligibility) was passed by council effective July 1,

2019. HR will be sending out notifications. Lori is still working on the option for retirees to continue Dental and Vision Coverage

4. Committee discussed Employee Navigator.
  - a. According to committee members, the open enrollment process went well most difficulties caused by an unfamiliarity with computers in general.
  - b. Theresa commented about the ease of use for new employee enrollments and changes by current employees.
  - c. Employee Navigator's reporting capabilities were discussed, and enrollment reports presented to the committee.
  
5. Theresa discussed Wellbeing – July's Hydration Challenge is in process and week 1 had good participation. Giveaway prizes displayed and passed around. Health Check 360 screening is scheduled for October 2020. Also discussed the efforts of the Parks department (Bob Lazzari) for events related to wellbeing such as Yoga in the Park.
  
6. Theresa presented a status update on Healthjoy – eligibility files have been downloaded – Program will go live August 1, 2019. App was discussed and demonstration offered to interested parties.
  - a. John requested better communication from the Wellbeing Committee, Insurance Committee and HR to alleviate some of the confusion in the field regarding all of the different programs - specific subject lines and Email signatures, etc.
  
7. Insurance Committee Member Nikole Evankovich is no longer eligible to be a voting member, causing a vacancy in a term. Call for volunteers sent out last month.
  - a. By-Laws regulate term limit to 3 years; new member will be a replacement for Nikole and will fulfill her term.
  - b. HR had some term end dates incorrect according to the Office of the Chief Executive, this has been corrected.
  - c. Chief Executive Dave Palmer has selected Commissioner Michelle Shea and will present her as appointee to the Council of Commissioners at their next scheduled meeting on August 7, 2019
  
8. Next meeting: Tuesday, August 27, 2019 at 1:30 p.m., Room 103 in the Courthouse.

Meeting was adjourned at 3:03 PM.