

RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE
JANUARY 22, 2015 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MAYOR BURGESS
VIRGIL GAMMON
PAULA BARNES
RICKY MARLIN
SUSAN BONEY
MERRY HICKERSON
DONNIE HESTER
REGINA HARVEY
GREG HALL
JOE RUSSELL
ELIZABETH CRACE
JEFF SANDVIG

OTHERS PRESENT:

MELISSA STREET
EVELYN ANDERSON
JAY BROWN
DAN GOODE
LISA NOLEN
KELLI PERRIEN
SONYA STEPHENSON
WAYNE BLAIR
PATRICIA COX
AMY SUMMERLIN
KATHERINE LEE
KATHY MCMAHON

The meeting was opened by Merry Hickerson, in the absence of Mayor Burgess.

APPROVE MINUTES:

A motion was made by Susan Boney to approve the minutes from the last Benefits & Insurance Committee meeting on November 20, 2014. The motion was seconded by Paula Barnes, and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Street, presented December financials for fund 264. The PEPM for the self-funded medical was \$1,030.83; the prior year was \$1028.21. The YTD for this year was \$903.71 compared to prior year of \$858.16. Adding the on-site medical clinics, the PEPM for December was \$1059.74, compared to \$1068.17 last December. The year to date average PEPM for December this year was \$935.19 compared to \$891.38 prior year. This is a 4.9% increase in trend.

For fund 266, the YTD expenses were \$333,836.74 compared to \$246,719.72 last December, indicating a slight increase.

Rate discussions for premiums will start in March or April.

Mayor Burgess arrived and replaced Mrs. Hickerson as chairman.

WC/OJI STATS:

Dan Goode, Safety Coordinator, presented the December OSHA report. There were 19 accidents, making the YTD total 224. There are 115 total recordable claims, with 70 restricted day claims. There were 27 lost day claims and 18 other recordable claims. The net incurred for December was \$34,300.88. In 2012 at this time, there were 208 claims, in 2013 there were 183 claims, and in 2014, there were 224 claims. Mr. Goode added that the County had about 100 additional employees this year which could be why injuries are up slightly. In December, the BOE had 8 claims incurring \$19,350.88 and the County General had 11 claims incurring \$14,950.00. The incurred dollars in 2012 at this time was \$569,000, in 2013 it was \$323,000, and in 2014 it was \$326,000. The injuries appear to be less severe based on the difference in incurred dollars for 2013 and 2014. A copy of OSHA's Form 300A was provided in the information. This form is required to be posted on all public buildings so that the employees can see this information. Mr. Goode provided copies to all safety personnel and department heads, and asked that they post the form for employees to see.

WELLNESS UPDATE:

Kelli Perrien, Wellness Coordinator, presented the November and December Smart Steps Program information. In November, the Wellness on Wheels visited 7 County schools, seeing and talking to 24% of the employees promoting Med Point and Smart Steps. In December Wellness on Wheels visited 11 County General departments and 4 schools. The online health assessment, Know Your Numbers- Year 2 had 96% complete their health risk assessment. There were 8 active patients with 18 wellness visits in November and December. Some upcoming activities include a Spring Training health & fitness online with registration starting on February 1st. There is also a webinar from Lifeservices- Financial Fitness, a community baby shower by United Way, the American Lung Association has an event at Climb Nashville, a free lunch from Alzheimer's Advocacy, and several programs from Lane Agri Park for lawn and landscape are available in March. All programs and events can be found on the Risk Management Wellness Webpage. On the back side of her report is a detailed report of the wellness participation for the fiscal year that ended in June. Mrs. Perrien introduced the new MedPoint Wellness Specialist, Patricia Cox, who replaced Lori Cook.

Amy Summerlin, Cigna, reviewed the slide demo with the new enhancements for the online health assessment that is found at the myCigna.com website. The employee and spouse can log into myCigna, and click on the tab, under my health, to view their health wellness score, health snapshot, and incentives. The online HRA only takes 7 – 10 minutes to complete. You can complete or update your health assessment to fill in missing information; your cholesterol will be shown when you get it tested through a participating Cigna lab.

Mrs. Barnes asked if there was a way to track the frequency of when employees log into the mycigna website. Mrs. Street explained she does not get reporting on that level, but on a clinical basis, she does receive Your Health First reporting and can see inside of that the utilization of the information fed over from claims.

TAKING STEPS TO BETTER HEALTH: WELLNESS CAMPAIGN UPDATE:

Mrs. Street received feedback from the employees last year after the Know Your Numbers- Year 2 campaign ended. This year, as requested, a paper form from Cigna is being utilized to report the information to Cigna. The forms will be pre-populated with the County account number before it is sent out. Know Your Numbers-Year 3 campaign for the 2015 calendar year wellness initiative has grown to include both biometric screenings and online health assessments for active employees and spouses covered under the plan. The fasting biometric screening must be completed between January 1, 2015, and November 30, 2015. The online health assessment must be completed between July 1, 2015, and November 30, 2015. The reason for the July 1st date is to allow an ample amount of time between screenings, as this was the same timeframe utilized last year.

The biometrics screening requirement includes a basic lipid panel (CPT code #80061) which measures your LDL, HDL, triglycerides, and total cholesterol. The biometrics screening also includes blood pressure, fasting blood sugar, BMI, height and weight measurements. Both the employee and spouse who participate in the Rutherford County medical plan must complete both pieces of the wellness initiative in order to avoid the \$300 annual fee. This information was provided in the open enrollment materials previously mailed to employees homes in October 2014. A Wellness Screening Form will be provided for your doctor to complete before returning to Cigna. The forms may be submitted by mail or fax, the information is printed at the top of the Wellness Screening Form. The Wellness Screening Form (s) must be submitted to Cigna for you and your spouse to be marked as completed.

Med Point clinics will require an appointment for fasting biometrics screening. Walk-in services for fasting biometric screenings are available at the Stewarts Creek Med Point Clinic during normal operating hours. Med Point providers will fill out your form and send it to Cigna for your convenience. The forms will be drop shipped and made available at all the schools and County locations.

Also included in the packet is a list of frequently asked questions that was developed from the feedback received last year. One more question will be added before the forms are sent out regarding where to find the Cigna account number. The instructions for completing the online health assessment, and the Wellness Screening Form and instructions for patients and health care professionals are included in the information.

Some providers may charge a fee to complete the form; Mrs. Street explained this is typically not covered by the employer. If the County agreed to pay for this, it would include all other medical forms such as FMLA and disability forms. Employees can utilize the MedPoint clinics at no charge.

OTHER BUSINESS:

Mrs. Stinson reminded the Committee of the next Committee meeting on Thursday, February 5th. This meeting starts at 8:30 and is on the schedule for 4 hours, if needed. The bids for the onsite clinics will be reviewed and the Committee will make a recommendation.

The meeting was adjourned at 1:37 p.m.

Ernest Burgess, Chairman
Rutherford County Benefits & Insurance Committee