

RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE  
MAY 28, 2015 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MAYOR BURGESS  
VIRGIL GAMMON  
PAULA BARNES  
GREG HALL  
DONNIE HESTER  
MERRY HICKERSON  
DAVID NIPPER  
SUSAN BONEY  
REGINA HARVEY  
ELIZABETH CRACE  
RICKY MARLIN

OTHERS PRESENT:

MELISSA STREET  
AMY SUMMERLIN  
SHERRY DODD  
DAN GOODE  
WAYNE BLAIR  
LISA NOLEN  
MARY ASHERBRANNER  
SONYA STEPHENSON  
PAUL HUFFMAN

The meeting was opened by Mayor Burgess.

APPROVE MINUTES:

A motion was made by Paula Barnes to approve the minutes from the last Benefits & Insurance Committee meeting on April 23, 2015. The motion was seconded by Mr. Hester and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Street, presented April financials for fund 264. The PEPM for the self-funded medical was \$ 838.62; the prior year was \$ 768.81. The YTD for this year was \$881.12 compared to prior year of \$873.11. Adding the on-site medical clinics, the PEPM for April was \$879.80, compared to \$804.27 last April. The year to date average PEPM for March this year was \$915.14, compared to \$908.24 prior year.

For fund 266, the YTD expenses were \$539,579.67 compared to \$1,418,755.42 last April. The expenditures for April were \$ 137,569.31.

Mrs. Street asked the committee about removing the percentage break down average columns in the Financial Report. The averages remain almost the same from month to month. By removing these columns the report would be easier to read. Mrs. Street asked for the committee's feedback.

Mr. Burgess stated that if there are no objections, beginning July 1, 2015, the break downs would no longer be included.

WC/OJI STATS:

Dan Goode, Safety Coordinator, presented the April 2015 OSHA report. There were 19 injuries, making the YTD total 68, reporting for 4 months for the year. There are 41 total recordable claims, with 19 restricted day claims. There were 14 lost day claims and 8 other recordable claims. The net incurred for April 2015 injuries was \$ 95,476.32. The BOE had 11 claims totaling \$60,103.04. County General had 8 claims. Mr. Goode added that 2 claims were with the Highway Department, total incurred \$ 23,623.28. Sheriff's office had 5 claims, PAWS had 1, totaling \$ 11,750.00.

WELLNESS UPDATE:

April 2015 Smart Steps Wellness Program information was included for the Insurance Committee. Kelli Perrien, Wellness Coordinator, gave her report for April. Wellness on Wheels visited 6 schools and 4 county general departments. Kelli, Patricia Cox, and Amy Summerlin saw a total 97/625 total population that gave the total participation of 16%. Stretch it out – Health & Fitness Challenge saw a total of 29 participants. April coaching, one on one at Blackman Med Point had 13 new patients, 21 active patients, Follow up appointments with a total of 41 coaching visits with Patricia Cox.

Mrs. Barnes asked Kelli if she could give an update on year 3 of the Wellness Initiative and where we are. Also, do you have a percentage or number of completion on the HRA at this point?

Kelli told the committee that Cigna has provided the number of employees that have completed the HRA, the report show a low percentage have taken it at this point. However, it is in the early stages, employees have until 11/30/2015 to complete the HRA. The online section starts on 7/01/2015 through 11/30/2015. Employees can go to the Med Point Clinics for their HRA; Med Point will also complete the Wellness form and send it to Cigna at no cost. We are currently working on a letter that will be mailed to employee's homes; this letter will include an updated Wellness form. Employees can also go to their own private physician for the HRA, if the physician charges a fee to complete the form it is the employee's responsibility to pay that fee, it will not be reimbursed.

Regina Harvey asked if Med Point Clinics offer extended hours or certain days that are open just for the blood work.

Kelli, No we will not be adding any specific days or extended hours for the blood work. Employees have 11 months to complete the HRA. However, Stewarts Creek does offer walk-ins.

Mrs. Street added that during the Employee Health Fair employees can have their biometric screening and flu shots as well.

Mrs. Perrien was not aware of the option to offer biometric screenings at the Health Fair, but told the committee that when she attends her quarterly meeting with Med Point she will ask that question and report back to the committee in June.

**OTHER BUSINESS:**

Mrs. Street had previously asked the committee for approval to bid out our Benefits System. Mrs. Street added that initially she reported back to the committee that there was a Government Contract that could be used and were not bidding out our Benefits System which is with ADP. We have since reconsidered that we will be going out to bid our Benefits System.

Mrs. Street also thanked the REA for the invitation to come speak with the teachers. We thought that it was a very productive meeting, and hoped that the REA members would concur as well. We appreciate the opportunity to sit down and answer questions in an informal environment; it was well worth the time spent.

Mrs. Street mentioned that beginning June 1<sup>st</sup> through July 17<sup>th</sup> the Risk Management Office would be offering extended hours from 7:00am until 5:30pm. This is an effort to assist the BOE during the summer months. We previously noticed that our phones start receiving calls around 7:00, and employees needed to make appointments to come in after 4:30. This is a pilot process to assist with BOE employees; if it works we can look at it in upcoming years.

Mrs. Street also mentioned that we are doing some Development target marketing to better assist our employees to know how to maximize both the benefits offered to them and also utilize the services at the Med Point Clinics. The utilization of the clinics will save them money and save the County money as well. Such as, the Clinics provide a monthly blood draw for employees that are required by their physician's as maintenance for medications taking. The results of the blood draw would be sent directly to the physician. This service is free and would alleviate the charge at the physician's office.

Mrs. Street asked the committee if it would let her know if they hear of any topics, or common questions send them to her and they can be addressed on a global scale. We are looking for ideas on marketing approaches as well.

The meeting was adjourned at 1:20.



Ernest Burgess, Chairman  
Rutherford County Benefits & Insurance Committee