

RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE
FEBRUARY 25, 2016 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MAYOR BURGESS
JOE RUSSELL
JIM BOWLES
JOE HAFFNER
JEFF SANDVIG
SUSAN BONEY
MERRY HICKERSON
REGINA HARVEY
PAULA BARNES

OTHERS PRESENT:

MELISSA STREET
PATRICIA COX
SHERRY DODD
DAN GOODE
VICKI CLAY
JENNIFER HAMAN
PAUL HUFFMAN
KELLI PERRIEN
LISA NOLEN
MARY ASHERBRANNER
SONYA STEPHENSON
SHANNON MCNAIR

The meeting was opened by Mayor Burgess.

APPROVE MINUTES:

A motion was made by Merry Hickerson to approve the minutes from the last Benefits & Insurance Committee meeting on February 25, 2016. The motion was seconded by Jeff Sandvig and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Street, beginning with Fund 264 for the month of January 2016 our Self-Funded claims PEPM was \$913.00, compared to prior year of \$791.00 YTD average \$960.00 YTD average, compared to prior YTD average of \$888.00. Comparing our On-Site Medical Clinics experience our PEPM increases to \$955.00 compared to prior year of \$837.00 for an YTD average of \$1,002.00 compared to prior YTD of \$921.00.

For fund 266, the month of January YTD ended \$353,596.07 compared to prior year of \$397,271.65.

WC/OJI STATS:

Dan Goode, Safety Coordinator, reported that for the month of January 2016 had a total of 15 injuries that required medical attention. The YTD injuries total was 15 for January, of the claims 6 were OSHA recordable, 3 had restricted days, and 2 had lost time days and 1 other. Mr. Goode told the committee claims were down compared to the last 2 years. Total incurred claims were at \$31,686.14. The Board of Education had 6 claims total incurred was \$17,636.14. Rutherford County General had 9 claims totaling \$14,050.00, of those claims the Sheriff's office had 9 of those claims that totaled \$10,500.00 and Juvenile Detention had 1 claim to total \$ 3,550.00. Mr. Goode mentioned that there was a scheduled Safety Inspection on March 22, 2016. An e-mail was sent out to all Departments and Department Heads to let them know when to expect them.

WELLNESS UPDATE/2017 WELLNESS CAMPAIGN TIMEFRAME:

Kelli Perrien, Wellness Coordinator, gave her report for January 2016. Know your number's year 3; fee assessment-Help tickets for employees that were charged a fee which believed they completed all requirements. Out of 38 researched there were 9 tickets that were refunded due to completion of the requirements. Out of 4845 eligible members, only 430 employees are receiving a deduction for the Wellness Fee. Spring Training 2016; Quarter #1 registration, Countywide begins 02/01/2016 goes through 02/12/2016, had a total of 59 participants. January 2016 Med Point One on One had 5 Initial Visits, 60 Follow-up Visits with a total of 65 total visits. Current and Upcoming Activities: March 2016, Know Your Numbers year 4, online and biometrics located at the Clinics and Online. The Health Risk Assessment online to MyCigna.com and a Fasting Biometrics end on 09/30/2016. Wellness on Wheels, Countywide is Open for 2016. There will be a Lifeservices webinar on 03/15/2016 online, the topic will be Lights Out! Getting your zs. The Spring Training for 2016 Quarter #1 group activity begins Countywide on 03/07 – 03/18/2016.

Paula Barnes asked Mrs. Perrien how often reminders would be sent out to employees. Mrs. Perrien responded by saying that reminders can be sent out as often as you need. Each monthly Wellness Newsletter will have something about the requirements. In the past we have sent reminders in the Open Enrollment Packets, with moving the date up to September, we could send post cards. We can send emails out quarterly or whatever the committee would like.

Mrs. Street asked Mrs. Barnes what her thoughts were on the frequency of the notifications or reminders.

Mrs. Barnes responded by saying that emails could be sent out quarterly, the reminders will be sent to all Schools Principals to make sure to capture employees even those that do not have access to emails.

Mrs. Street also informed the committee that we have allocated in the budget to send postcards if we deem it necessary.

Request for Bid Approval:

Mrs. Street asked the insurance committee to bid out our Life Insurance Benefit that is currently with Hartford, and the Long and Short Term Disability. The LTD and STD is currently with Cigna. Benefits will currently expire in 2016.

Mr. Burgess asked how often we are required to send these benefits out to bid.

Mrs. Street responded by saying that currently these benefits are bid out every 3 to 5 years.

Mr. Russell made a motion to approve and Mrs. Hickerson seconded the motion, the motion was passed unanimously.

Other Business:

None

The meeting was adjourned at 1:15


Ernest Burgess, Chairman
Rutherford County Benefits & Insurance Committee