

RUTHERFORD COUNTY RISK MANAGEMENT COMMITTEE
May 25, 2017 COURTHOUSE

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MEMBERS PRESENT:

MAYOR ERNEST BURGESS
COMM. RHONDA ALLEN
JOE HAFFNER
MERRY HICKERSON
SHAUNTAE SHERILL
RICKY MARLIN
JIM BOWLES
CHRISTIE CROWELL
DAVID NIPPER
PAULA BARNES
SUSAN BONEY
JEFF SANDVIG
MICHELLE WATSON

OTHERS PRESENT:

MELISSA STREET
DANIEL PUCKETT
LOU DIAZ
SONYA STEPHENSON
CHRISTI BOWLING
MARY ASHERBRENNER
SHANNON MCNAIR
DAN GOODE
ALDEN DAVENPORT
CHRISTIE ALLEN
KELLY DERRICK
LISA NOLEN
HILLARY KEEN
KELLI PERRIEN

The meeting was opened by Mayor Burgess at 1:00pm.

APPROVE MINUTES:

A motion was made by Merry Hickerson to approve the minutes from the last Risk Management Committee meeting on 4/27/2017. The motion was seconded by Joe Haffner and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Street, began with Fund 264. For the month of April; there was \$7.9 million in revenue and \$5.6 million in expense. Calendar year to date the fund has \$26.3 million in revenue and \$21.9 million in expenses.

There is a new section on the financials called NET OPEB, which focuses on retiree actuarial. Currently, the Board of Education is looking at \$76,719,616 while County General is \$16,401,470 with a total of \$93,121,086.

For Fund 266, YTD ended \$613,779 compared to prior year of \$495,037. Currently 8 workers comp cases are open. Ms. Street was asked to provide an explanation to the differences of OJI and Worker's Comp and did as requested.

WC/OJI STATS:

Dan Goode reported for the prior month there were a total of 23 injuries. Total incurred dollars for all divisions was \$29,712 for the 23 injuries. BOE has 17 of the 23 injuries with a cost of \$16,912 while County General had injuries with a cost of \$12,800.

WELLNESS UPDATE:

Daniel Puckett gave the following update:

- St. Thomas Mammography Bus had 24 people come to Blackman & Stewart's Creek
- 838 HRA completions and 1461 biometric completions total
- Walk Across America program is in progress and has 64 participants
- LifeServices EAP topic of the month is "Raising Well-Adjusted Kids"
- Upcoming: during the DI Conference (6am-9am) Onsite Biometrics will be offered

BROKER SERVICES:

Lou Diaz presented the roll in which Willis, Towers and Watson has performed in conjunction with Rutherford County since March 2016.

Team Introductions: Eric McMurray (US Atlantic & South Region Leader Health & Benefits), Lou Diaz (SVP Health & Benefits), Kelly Derrick (Client Service Leader Health & Benefits), Alden Davenport (Sr. Financial Client Manager Health & Benefits).

Current and Upcoming Work: Health and Welfare Plan Marketing and Placement, Compliance with HIPAA and ACA, Financial Analytics, Benchmarking study, Communications for OE, Participation in Annual Wellness Fair, Coordinating and Securing \$40,000 technology credit through UNUM.

Working Relationship: Quarter 1- provide Strategy and Planning, Quarter 2- Analysis, Measurement and Pricing, Quarter 3- Implementation and Annual Enrollment, Quarter 4- Enrollment and Contracting. Alden Davenport does have access to Cigna claims and can make recommendations based off those claims. All files have redacted PMI so that the identity of the employees are kept private.

Resources and Capabilities: Benefits Data Source (BDS), Benefits Online, BENVAl software access, Health Care Financial Benchmarks Survey, Best Practices in HealthCare Survey, Staying@Work, promises to Rutherford County include: continued partnership with a strong multi-disciplinary team, cutting edge innovation, robust benchmarking, reporting and analytics, transparent and cost effective return on investment.

OPEN ENROLLMENT:

Last month Paula Barnes asked for the committee to evaluate and vote on changing Annual Enrollment from an Active Enrollment to a Passive Enrollment. An active enrollment is where every employee must log into the benefits system to elect or decline Medical insurance. A passive enrollment is where employees are not required to log into the benefits system to retain the same coverage for the next year.

Melissa Street provided statistics on Open Enrollment Results from 2017, 2016 and 2015.

Paula Barnes made a motion for passive enrollment where employee will remain on their existing plan, as well as any eligible dependents. Joe Haffner seconded the motion.

Discussion occurred regarding the pros and cons of both passive and active enrollment options. The motion passed through Roll Call Vote.

OTHER BUSINESS:

June 2017 meeting is cancelled and there is not a meeting scheduled for July. Therefore, the next Risk Management meeting will be August 24, 2017.

Mayor Burgess recognized the retirement of Paula Barnes and thanked her for her many years of service.

The meeting was adjourned at 2:20 pm.


Ernest Burgess, Chairman
Rutherford County Risk Management Committee