

**Human Resources/Insurance Committee
Blount County**

June 16, 2015 5:00 PM
Agenda

- 1) Roll Call**
- 2) Emergency Announcement**
- 3) Input on items on the Agenda**
- 4) Approval of Minutes (May 19, 2015)**
- 5) Discussion regarding Health Fund**
 - a) Information from Cole Harris-CBIZ
- 6) Information regarding Stop loss carrier**
 - a) Information from Cole Harris-CBIZ
- 7) Input on items not on the Agenda**
- 8) Adjournment**

Blount County Government
Human Resources/Insurance Committee Minutes

Tuesday, May 19, 2015 5:00 PM
Room 430 Blount County Courthouse

Members Present: Mayor Ed Mitchell, Commissioners Mike Lewis, Tom Stinnett, Mike Caylor, Grady Caskey, Sheriff James Berrong, Human Resource Insurance Committee Member David Murrell

Members Absent: Register of Deeds Phyllis Crisp, Highway Superintendent Bill Dunlap, Commissioner Gary Farmer

Others Present: Human Resources Director Jenny Morgan, Benefits Coordinator Jodie King

Input on Items on the Agenda

None

Approval of Minutes

A motion was made by Mayor Ed Mitchell and seconded by Sheriff James Berrong to approve the minutes of the April 21, 2015 meeting. The motion passed on a voice vote.

Health Fund

6.A. Presentation from Cole Harris with CBIZ

HR Director Jenny Morgan recognized Insurance Broker Cole Harris to discuss the power point presentation regarding the Health Care Fund for Blount County Government. Mr. Harris discussed to the Committee some informational update regarding the overview of benefits. He talked about timelines renewals, expected recommendations and required decisions regarding stop loss (reinsurance contract), carrier adjustments, benefit adjustments, premium adjustments and wellness initiatives. He also talked about claims analysis by departments with average member enrollments broken down by Board of Education, General County, Sheriff, Library, Highway all including retiree member along with Cobra. He gave some options to save cost to the County such as adding step therapy to prescription coverage; move pharmacy benefit to another vendor, getting quotes from other carriers, proposing three (3) options of a medical plan design, wellness strategies and comparison of the State Plan. Another option for saving to dental was to become fully insured or offer as a voluntary benefit. Quotes have been sent out to other vendors to market. Commissioner Grady Caskey asked how do you do trends/projections, data points and by looking at the information received why not using fiscal year data? He also thought that the fund balance from the Trustee report does not match the data received.

Mr. Harris stated the fund balance is not included in the presentation at this time due to meeting with the actuary this week to discuss where the plan stands at this point. He reiterated that he could only speak to actual claims at this time which are actual physical numbers. The reporting period is from the carrier with actual claims number as of March 31, 2015. Blount County claims have increased in the past 12 months over the previous year. Commissioner Tom Stinnett requested that we go back 2 to 3 years to see an actual trend and to explain laser aspect of the stop loss policy. Mr. Harris explained how the potential laser around stop loss works. To get around a potential laser is to pay more on the premiums. Blount County premiums possibly increase to 40% with potential lasers or without with an initial increase of 45%. Mr. Harris will present at next session the charting of trend going back 2 to 3 years with the current actuary reporting. Any plan changes will show from the plan year which is from January to December.

Reporting

7.A. Budget report as of March 31

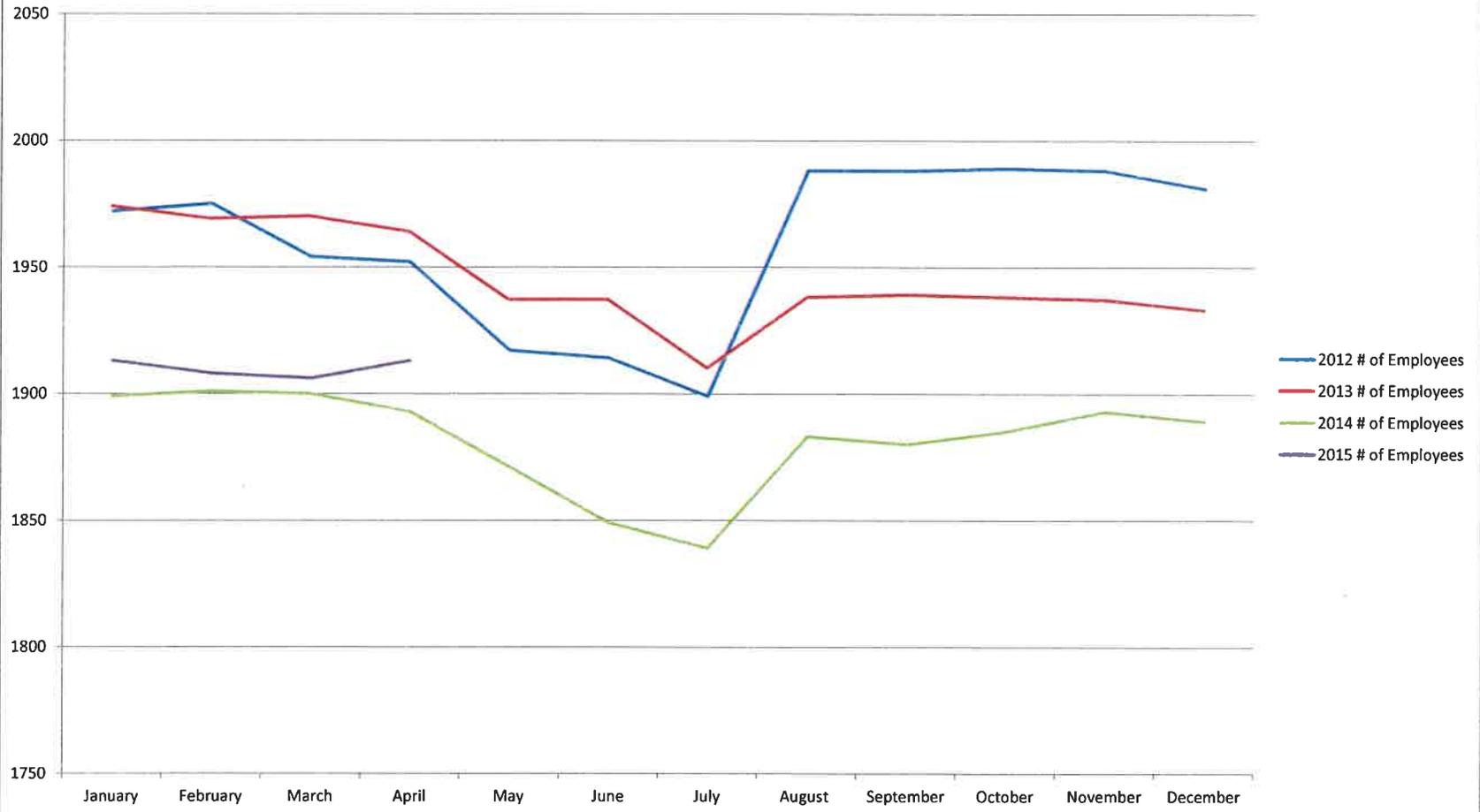
HR Director Jenny Morgan provided the April insurance numbers. Premium revenue numbers were \$1,518,566.12 and expenditures \$1,869,947.11, showing the fund is short around \$351,000 for just the month of April 2015. Costs include prescription cost, administrator fees, and claims with any stop loss being removed that has been received for the month of April is Year to date for fiscal year June 2014 to April 2015 the premium revenues received are \$14,243,168.88 with expenditures of \$16,049,465.33 making the fund short \$1.8 year to date. Chairman Mike Lewis summarized the budget committee action was to balance the budget which lead to their action of moving the estimated \$3 million to balance.

Input on Items not on Agenda

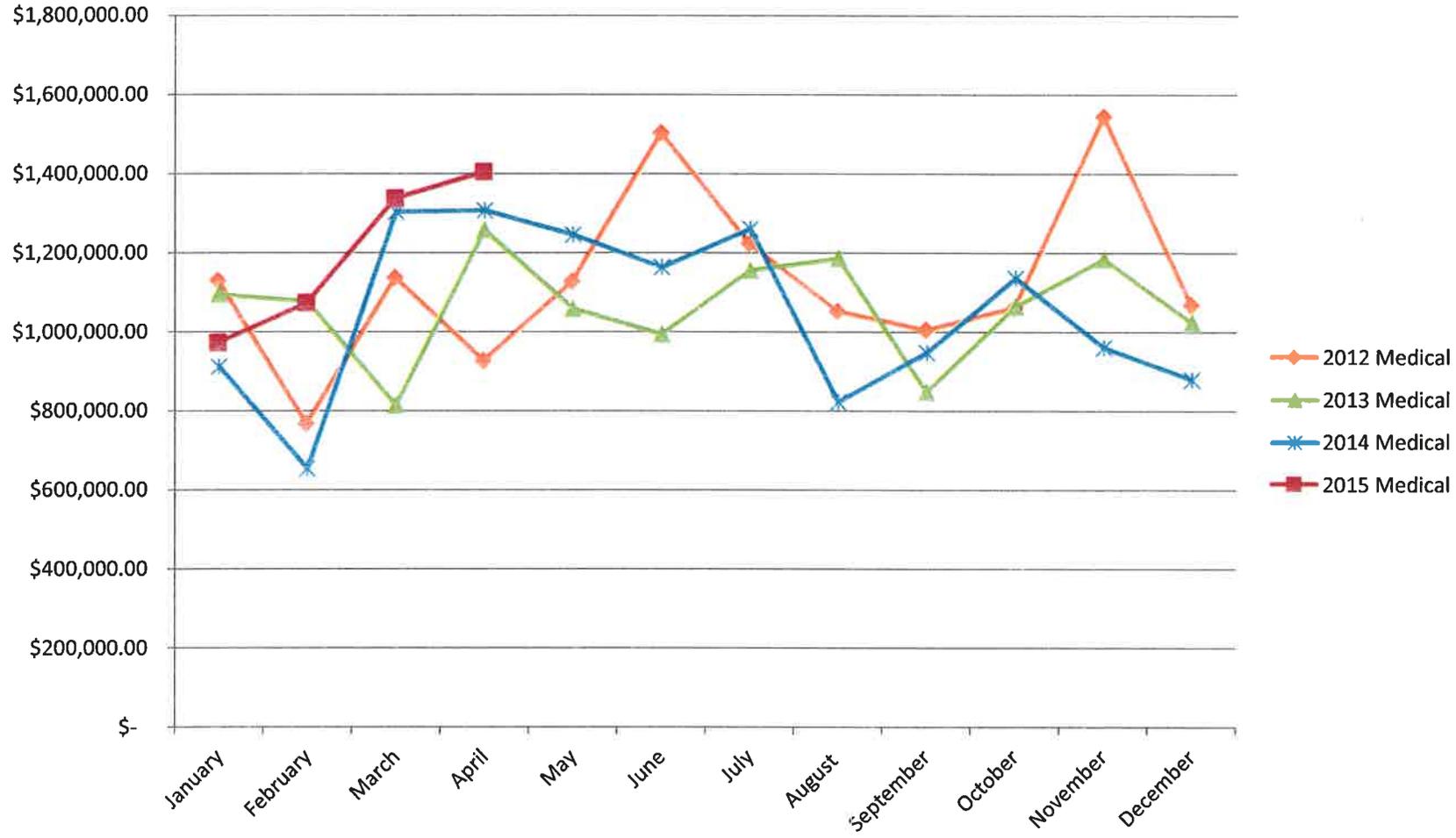
None

Motion was made to adjourn by Commissioner Mike Calyor at 6:08 PM

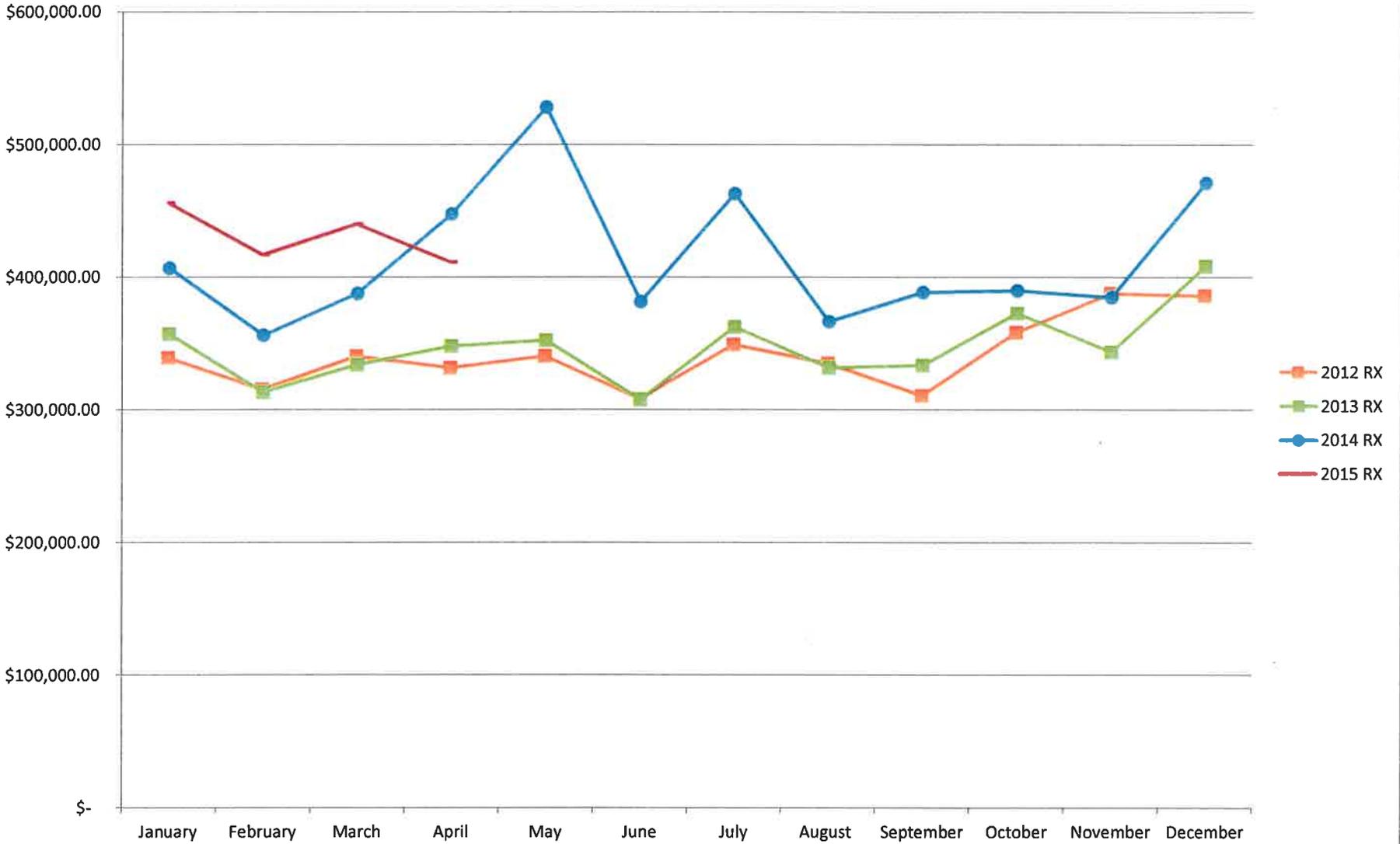
Number of Employees



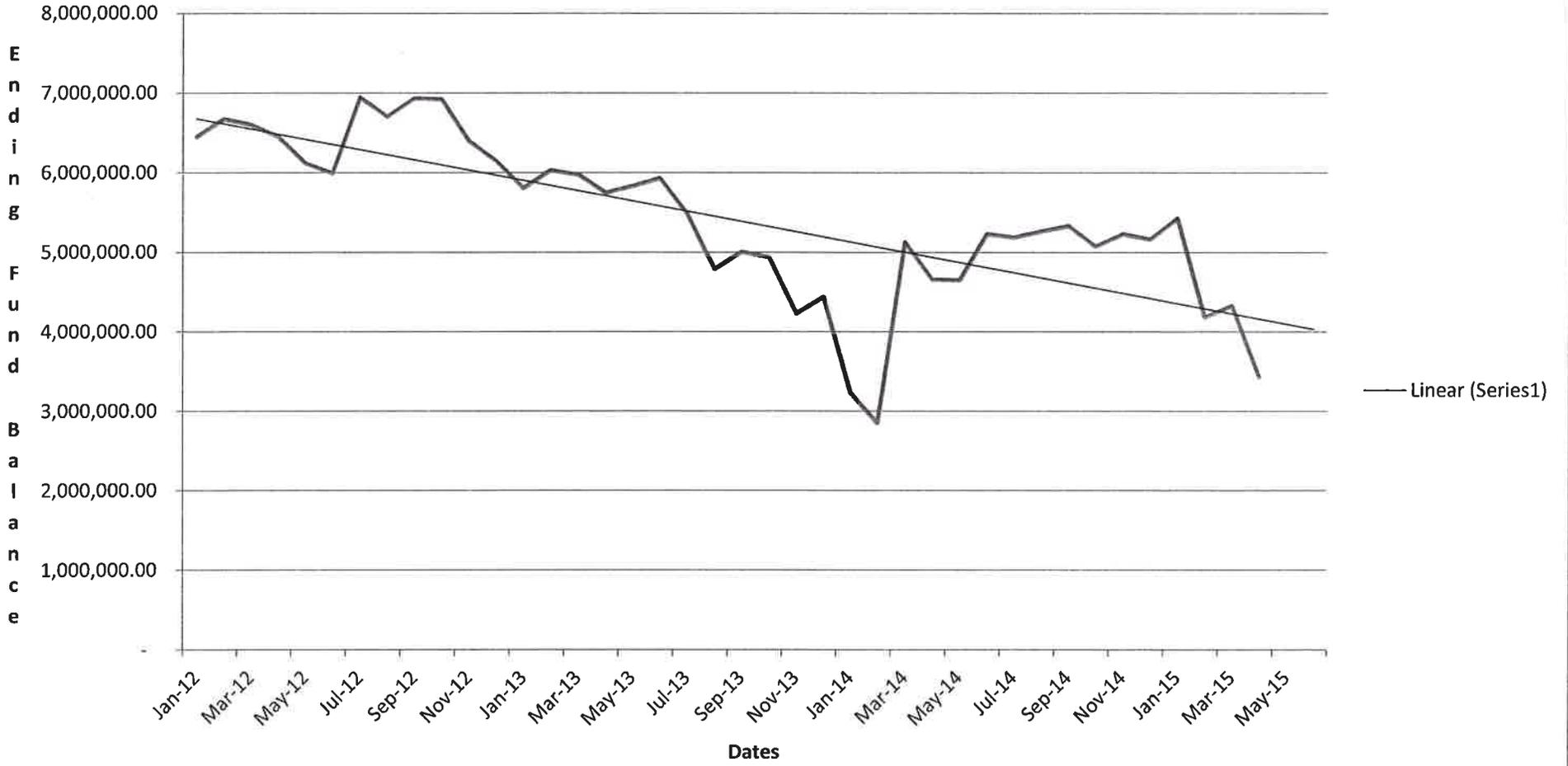
Medical Claims



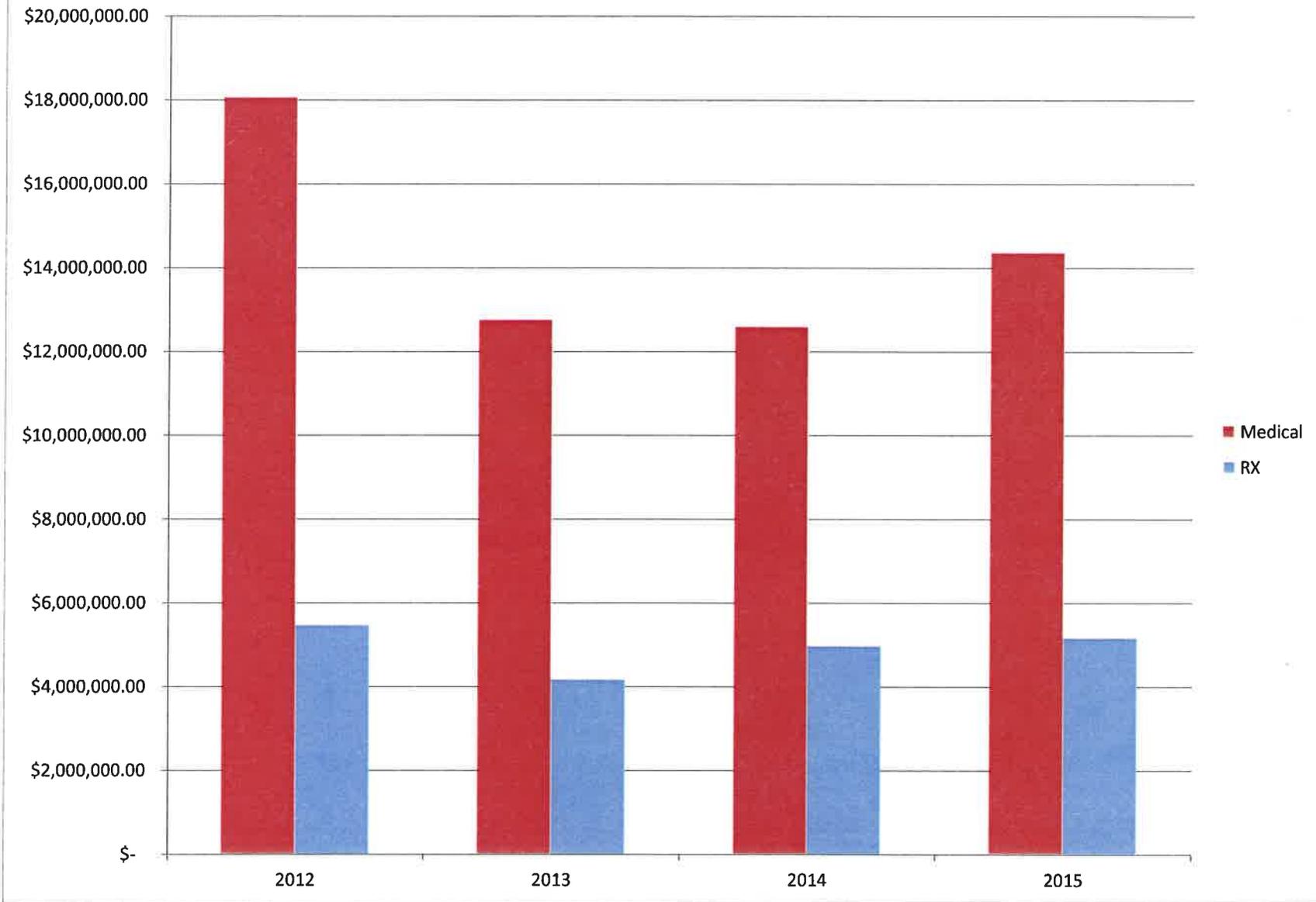
Medical and RX Claims



Fund Balance



Medical and RX Claims Annualized



	Medical	RX
2012	\$ 18,045,562.67	\$ 5,462,869.33
2013	\$ 12,750,642.00	\$ 4,163,355.00
2014	\$ 12,585,183.00	\$ 4,971,445.00
2015	\$ 14,351,964.00	\$ 5,168,658.00

Blount County Government

													Annualized
2012	January	February	March	April	May	June	July	August	September	October	November	December	2012 (Annualized)
# of Employees	1972	1975	1954	1952	1917	1914	1899	1988	1988	1989	1988	1981	
Medical	\$ 1,129,114.00	\$ 766,023.00	\$ 1,136,003.00	\$ 926,151.00	\$ 1,126,666.00	\$ 1,501,959.00	\$ 1,222,907.00	\$ 1,050,768.00	\$ 1,003,760.00	\$ 1,060,290.00	\$ 1,543,377.00	\$ 1,067,154.00	\$ 18,045,562.67
RX	\$ 338,758.00	\$ 315,042.00	\$ 339,781.00	\$ 331,267.00	\$ 340,002.00	\$ 307,791.00	\$ 348,683.00	\$ 334,664.00	\$ 310,180.00	\$ 357,980.00	\$ 387,350.00	\$ 385,654.00	\$ 5,462,869.33
Total	\$ 1,467,872.00	\$ 1,081,065.00	\$ 1,475,784.00	\$ 1,257,418.00	\$ 1,466,668.00	\$ 1,809,750.00	\$ 1,571,590.00	\$ 1,385,432.00	\$ 1,313,940.00	\$ 1,418,270.00	\$ 1,930,727.00	\$ 1,452,808.00	\$ 23,508,432.00
2013	January	February	March	April	May	June	July	August	September	October	November	December	2013
# of Employees	1974	1969	1970	1964	1937	1937	1910	1938	1939	1938	1937	1933	
Medical	\$ 1,094,599.00	\$ 1,076,664.00	\$ 813,418.00	\$ 1,256,753.00	\$ 1,057,983.00	\$ 993,591.00	\$ 1,155,373.00	\$ 1,185,359.00	\$ 847,214.00	\$ 1,063,321.00	\$ 1,183,490.00	\$ 1,022,877.00	\$ 12,750,642.00
RX	\$ 357,067.00	\$ 312,994.00	\$ 333,802.00	\$ 348,012.00	\$ 352,279.00	\$ 307,392.00	\$ 362,278.00	\$ 331,636.00	\$ 303,448.00	\$ 372,760.00	\$ 343,430.00	\$ 408,257.00	\$ 4,163,355.00
Total	\$ 1,451,666.00	\$ 1,389,658.00	\$ 1,147,220.00	\$ 1,604,765.00	\$ 1,410,262.00	\$ 1,300,983.00	\$ 1,517,651.00	\$ 1,516,995.00	\$ 1,180,662.00	\$ 1,436,081.00	\$ 1,526,920.00	\$ 1,431,134.00	\$ 16,913,997.00
2014	January	February	March	April	May	June	July	August	September	October	November	December	2014
# of Employees	1899	1901	1900	1893	1871	1849	1839	1883	1880	1885	1893	1889	
Medical	\$ 911,231.00	\$ 653,216.00	\$ 1,303,582.00	\$ 1,306,367.00	\$ 1,244,895.00	\$ 1,162,593.00	\$ 1,260,285.00	\$ 822,310.00	\$ 947,337.00	\$ 1,135,285.00	\$ 959,643.00	\$ 878,439.00	\$ 12,585,183.00
RX	\$ 406,715.00	\$ 355,990.00	\$ 387,743.00	\$ 447,632.00	\$ 527,987.00	\$ 381,484.00	\$ 462,874.00	\$ 366,482.00	\$ 388,774.00	\$ 389,922.00	\$ 384,867.00	\$ 470,975.00	\$ 4,971,445.00
Total	\$ 1,317,946.00	\$ 1,009,206.00	\$ 1,691,325.00	\$ 1,753,999.00	\$ 1,772,882.00	\$ 1,544,077.00	\$ 1,723,159.00	\$ 1,188,792.00	\$ 1,336,111.00	\$ 1,525,207.00	\$ 1,344,510.00	\$ 1,349,414.00	\$ 17,556,628.00
2015	January	February	March	April	May	June	July	August	September	October	November	December	2015 (Annualized)
# of Employees	1913	1908	1906	1913									
Medical	\$ 971,493.00	\$ 1,071,938.00	\$ 1,336,905.00	\$ 1,403,652.00									\$ 14,351,964.00
RX	\$ 455,651.00	\$ 416,590.00	\$ 439,650.00	\$ 410,995.00									\$ 5,168,658.00
Total	\$ 1,427,144.00	\$ 1,488,528.00	\$ 1,776,555.00	\$ 1,814,647.00									\$ 19,520,622.00