

**HEALTH CARE COMMITTEE
COUNTY BOARDROOM
TUESDAY, FEBRUARY 11, 2020
3:00 PM
MINUTES**

1. **Call to Order.** – Called to order at 3:00.

2. **Roll Call.** Melissa Andrews (ch), Dustin Schulz (vc), Doug Mullen, Janet Gibbs, Lisa Jording, Derek Reinmann, Chuck Nagel, and John Krug were all present. Matt Noar and Emily Barker were excused. Jason Boothe from Snedeker Risk Management (SRM) and County Clerk Dawn Kupfer were also in attendance.

3. **Approval of Minutes**

a. Approval of December 11, 2019 Minutes

Motion to approve the December 11, 2019 minutes as submitted made by Chuck Nagel, seconded by Doug Mullen. Motion to approve as submitted carried.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund:	\$ 739,594.99
Health Care Plan Fund:	<u>\$ 35,340.39</u>
Total of Fund:	\$ 774,935.38

6. **Appointments**

a. Appointment of Kent Hair (representing FOP - Road Patrol) to the Health Care Committee for a 3-year term expiring the 1st Monday in December 2022.

Motion for the appointment of Kent Hair made by Derek Reinmann, seconded by Lisa Jording. Motion carried.

b. Appointment of J.T. Gentes (representing FOP - Corrections) to the Health Care Committee for a 3-year term expiring the 1st Monday in December 2022.

Motion for the appointment of J.T. Gentes made by Janet Gibbs, seconded by Lisa Jording. Motion carried.

c. Discussion of the appointment of alternates for the FOP, AFSCME, and Health Department Positions.

Our Health Care Agreement states that we may select alternates for the FOP, AFSCME, and Health Department positions. The alternates must also participate in some form of the Health Insurance. There has been discussion of appointing alternates to other County Committees and there are appointments of alternates to other Committees on the County Offices Agenda for later today. The current Health Care Committee members will submit names for alternates to me so we can vote on the appointments at the next Health Care Committee meeting and then forward to the full Board. John Krug informed the Committee that Emily Barker may not be able to attend Wednesday meetings. Jerry Smith has volunteered to take her place on the Committee if needed.

7. **Old Business** - None

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8. New Business

a. Review of TRIA Health Annual Report

We should have the TRIA Annual Report at the March meeting. They will be available for a conference call with us to explain the Annual Report.

b. Revision of Pharmacy Benefits to allow Injectable Specialty Drugs

Specialty Injectable Drugs are currently covered under our Major Medical Plan, however, there has been an issue with the way these claims are being processed which has created issues for our plan participants. Specialty Injectable Drugs are not prescribed very commonly, 1% or less of drugs prescribed. These claims are currently processed thru the medical side of the plan and are subject to medical deductible and out of pocket. It is difficult to get a prescription drug claim processed thru the medical side of the plan but is much easier and more typical to run through the prescription side of the plan. Pharmacy expects payment when you get the drug, not later on. Our plan was set up this way many years ago and it is something that needs to be corrected. We have the option to impose a different co-pay such as a 20% co-insurance charge which would require 60 day notice to plan participants, or just apply the flat \$45 co-pay which would be effective immediately and no plan changes would be necessary. We could apply the \$45 co-pay for now and review the costs and decide to switch to a higher co-pay for future plan years. We would just need to make this change prior to October Open Enrollment if we decide to do so. Motion to process specialty injectable drug claims thru the prescription side of the plan with a \$45 co-pay and review at our next plan year review made by Lisa Jording, seconded by Derek Reinmann. Motion carried. This item will be forwarded to the full Board.

9. Other

a. County Board Action Follow-up (Monthly item)

Recommendation for the approval of retaining the \$20,000 Stop Loss Limit and acceptance of the rate increase for Symetra Reinsurance Premiums was forwarded and approved by the County Board in December 2019.

b. COBRA Rates have been calculated and adopted effective March 1, 2020.

COBRA/retiree rates for employees who opt to continue coverage upon retirement, termination, etc. have been calculated. The rates are calculated using the experience method based on 2019 plan costs. The COBRA rules allow groups to change rates no more than once per 12 month period so the new COBRA rates will go into effective March 1, 2020. The COBRA rates for the Major Medical and Health Reimbursement Plans have gone down while the Dental/Vision rates went up slightly.

c. Monthly Update/Quarterly Report from Snedeker's

Snedeker's office provided the 2020 Plan Performance Report thru January 31, 2020 along with the Annual Performance Reports for Plan Years 2017-2019. The reports show a net loss of \$24,124.28 for Plan Year 2017, a net gain of \$32,461.64 for Plan Year 2018, and a net gain of \$46,165.55 for Plan Year 2019. There is a net loss of \$15,245.69 for the month of January 2020 however fund balances indicate we may break even for the month of February 2020. With the increase in Symetra

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Reinsurance Premiums we will likely have a net loss at year end 2020 but thankfully we have a strong reserve position. The Health Plan premiums were set long before we knew about the Symetra rate increase. Employee participation has increased over the past few years with 94 in 2017, 95 in 2018, 100 in 2019, and we are at 107 currently. Increased participation means increased contributions but also increased costs.

10. **Executive Session (if necessary)** - None
11. **Any Action Coming Out of Executive Session** - None
12. **Announce Next Meeting Date**
 - a. Next meeting will be March 11, 2020
13. **Adjournment**

Motion to adjourn at 3:40 made by Chuck Nagel, seconded by Lisa Jording. Motion carried.

Melissa Andrews 3/11/2020
Melissa Andrews, Chairman of the Health Care Committee