

**HEALTH CARE COMMITTEE
SHERIFF'S CONFERENCE ROOM
WEDNESDAY, MARCH 9, 2022
3:00 PM
MINUTES**

1. **Call to Order.** – Called to order at 3:03.
2. **Roll Call.** – Melissa Andrews (ch), Lisa Jording (vc), Janet Gibbs, Doug Mullen, Cayla Comens, Chuck Nagel, and John Krug were all present while J.T. Gentes attended by Zoom. Matt Noar, Paul Wilkins, Marshall Smith, and Jonathan Schertz were not present. County Clerk Dawn Kupfer attended in person while Jason Boothe (SRM) and Linda Gilchrist (TRIA Health) both attended by Zoom.

3. **Approval of Minutes**

- a. Approval of February 9, 2022 Minutes

Motion to approve the February 9, 2022 minutes as submitted made by Chuck Nagel, seconded by Lisa Jording. Motion to approve as submitted carried with Doug Mullen abstaining.

4. **Public Input** - None

5. **Report of Fund Balances**

Premium & Claims Reserve Fund:	\$ 720,625.45
Health Care Plan Fund:	<u>\$ 27,601.72</u>
Total of Fund:	\$ 748,227.17

6. **Appointments** - None

7. **Old Business** - None

8. **New Business**

- a. TRIA Health Annual Report

Linda Gilchrist with TRIA Health attended by Zoom to present the TRIA Annual Report for the 2021 Plan Year. She shared a patient success story which resulted in savings to the Health Care Plan by avoiding a specialist visit and RX drug discontinuation. The total amount invested was \$4,068 while the annualized savings to the Health Care Plan was \$41,100 (RX Savings \$9,578 / Health Care Savings \$3,205 / Compliance Savings \$28,317). We have 14 engaged members, which is good, however, it has been quite a while since we have provided updated phone numbers and email addresses for plan participants. Melissa is going to compile updated information and get that to Linda. The TRIA pharmacists reviewed 264 medications and 161 conditions. There were 31 total drug therapy problems identified. There were no Med Safety Alerts and no Opioid Alerts. Linda has provided payroll stuffers that will be going out with the next pay stubs.

- b. Dental Coverage

There was discussion that our dental benefits have not been increased in several years. Crowns, root canals, extractions etc. are very costly and eats up the \$1,000 annual benefit. If we increase the benefit, we should increase the premiums. Employee and County contributions for Dental & Vision premiums have been approximately \$75,000 to \$80,000 per year while costs have been between \$50,000 and \$60,000 over the past 3 years. The premiums are more than enough to cover the cost and have helped offset the medical claims costs. Dental plans are typically designed to help with costs but do not cover all the costs. The maximum benefit is usually between \$1,000 and

**HEALTH CARE COMMITTEE
SHERIFF'S CONFERENCE ROOM
WEDNESDAY, MARCH 9, 2022
3:00 PM
MINUTES**

\$2,000. We discussed increasing the benefit for Class I: Preventive, Diagnostic, and Basic percentage from 80% up to 90% or even 100% for some preventive procedures and increasing the Class II: Major & Orthodontic percentage from 50% up to 60% or 70%. We also discussed increasing the maximum benefit from the current \$1,000 up to \$1,500 or \$2,000. The idea of adjusting the cost sharing from 90/10 to 80/20 for Dental/Vision premiums only was also discussed. It was also mentioned that one advantage of being on the QHDH Plan with an HSA is that you can use HSA money to pay dental costs that are not paid by the plan. We recently increased our vision benefit without increasing the premiums. We feel that most employees would likely be willing to pay a little higher dental/vision premium in exchange for increased dental benefits. Some plan participants are delaying dental work because they can't afford it. Some are having procedures done in steps over multi plan years to stretch their benefit. Last year, the dental cost was \$50,220 while the vision cost was \$6,501. Any plan changes we make would not go into effect until the 2023 Plan Year so we will revisit this in the fall.

9. Claims Appeal – None

10. Other

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

The COBRA/IMRF Retiree 2-tier rates were forwarded to the full County Board in February and were approved.

b. Monthly Update/Quarterly Report from Snedeker's

Snedeker's office provided the 2022 Plan Performance Report thru February along with the 2017-2021 reports for comparison. The 2022 report thru February shows a net gain of \$18,478.84 so this year is off to a good start, but it is too early to tell how it will end up. Last year was a tuff year and would have been much worse if we hadn't received the reinsurance proceeds. Some of the issues from last year have resolved themselves and have gone away while some have not.

11. Executive Session (if necessary) - None

12. Any Action Coming Out of Executive Session - None

13. Announce Next Meeting Date

a. Next meeting will be April 13, 2022.

14. Adjournment

Motion to adjourn at 3:56 made by Janet Gibbs, seconded by Doug Mullen. Motion carried.

Melissa Andrews 6/15/22
Melissa Andrews, Chairman of the Health Care Committee