

RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE
AUGUST 28, 2014 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MAYOR BURGESS
WILL JORDAN
PAULA BARNES
RICKY MARLIN
SUSAN BONEY
MERRY HICKERSON
GREG HALL
JOYCE EALY
JEFF SANDVIG
JOE RUSSELL

OTHERS PRESENT:

MELISSA STREET
EVELYN ANDERSON
PAUL HUFFMAN
DAN GOODE
LISA NOLEN
KELLI PERRIEN
SONYA STEPHENSON

APPROVE MINUTES:

A motion was made by Merry Hickerson to approve the minutes from the last Benefits & Insurance Committee meeting on June 26, 2014. The motion was seconded by Susan Boney, and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Street, presented financials for fund 264 for June and July. The PEPM for our self-funded fund in June was \$1064.74; the prior year was \$641.79, for a year to date average of \$874.52. The year to date average for prior June was \$803.65. Adding the on-site medical clinics, the PEPM for June was \$1140.58 compared to \$680.48 last June. The year to date average PEPM for June this year was \$913.74 compared to \$839.07 prior year. For current July, the year started with a PEPM of \$848.02 compared to \$885.03 prior year. Combining the clinics brings the PEPM to \$853.15 compared to prior July of \$890.75. The 8.9% increase for the year ending in June can be contributed to the Biometric Screenings implemented last year.

For Fund 266 in June, the YTD was \$2,045,738.12 compared to prior June of \$767,385.85. For Fund 266, the YTD for July was \$90,939.96 compared to \$44,509.52 prior year.

WC/OJI STATS:

Dan Goode, Safety Coordinator, presented the July OSHA report. There were 12 accidents requiring medical attention in July, making the YTD total 118. There were 65 total recordable claims, with 43 restricted day claims. There were 13 lost day claims and 9 other recordable claims. The net incurred for July was \$15,320.00. In 2012, there were 104 claims, in 2013 there were 96 claims, and in 2014, there were 118 claims. The number of claims is up, but the dollars incurred is down. The Board of Education had 3 claims incurring \$2,500, while the County General had 9 claims incurring \$12,820.00. The claim dollars incurred in 2012 was \$335,000, in 2013 it was \$189,000, and in 2014 it was \$202,000.

WELLNESS UPDATE:

Kelli Perrien, Wellness Coordinator, presented June & July's Smart Steps report. At the BOE new hire orientations and at the DI Conference, Mrs. Perrien and Lori Cook, MedPoint, presented Smart Steps and Med Point promotions to employees. Mrs. Perrien also spoke to the BOE principals at the Siegel Middle School meeting regarding Wellness on Wheels and made arrangements to visit those schools. In June, there were 10 active patients with 16 total individual wellness visits, and in July there were 10 active patients with 27 total individual wellness visits at Med Point clinics. There were 69 patients seen last year for wellness coaching between July 2013 and June 2014. The Zensy HRA online health risk assessment is now open for employees and spouses covered under the medical plan. Nutrition will be discussed online starting on September 2nd – September 30th; LifeServices is offering a webinar- Caring for an Aging Relative, September 16th. A countywide walking program kicks off at the Wellness Fair October 17th. Wellness on Wheels is scheduled to visit all County General departments and schools. Mrs. Street said open enrollment materials would be mailed to all homes in the next couple of weeks, and should arrive prior to September 16th, when Zensy training starts. Frequently asked questions have been compiled and sent out to department heads regarding Zensy. Also, telephonic coaching with Cigna has increased since the biometric screenings last year.

APPROVAL TO BID ON-SITE CLINICS:

The current contract for the on-site clinics expires 08/31/2015. Mrs. Street asked for permission to release a bid at the end of 2014, with an effective date of 09/01/2015. This will allow 6 months lead time to analyze data and time in the event of a contract change.

A motion was made by Greg Hall to approve release the bid for on-site clinics. The motion was seconded by Will Jordan and passed unanimously.

Mrs. Harvey asked if any changes in guidelines will occur when the bid is released. Mrs. Street said the bid specs would ask for alternate routes of care including telephonic communication with use of 2-way screens.

OJI ACTUARIAL EVALUATION:

Every 2 years, the County employs Select Actuarial Services to review our OJI Program. A report from Select Actuarial Services was reviewed- Comparison of Projected Ultimate Losses On the Job Injury. For the period of July 1, 2012 – June 30, 2013 (from prior report dated June 29, 2012) the projected monthly medical cost per employee was \$6.92. The projected cost is \$4.89 (July 1, 2014 – June 30, 2015). The projected monthly indemnity cost per employee was \$1.39 in the prior period compared to \$0.89 at current period. The combined monthly cost per employee was \$8.32 compared to current \$5.78. The combined yearly cost per employee was \$99.75 and has decreased to \$69.33. The expected average monthly employee count was 5,871; current fiscal year is 6,174. The projected ultimate losses (actuarial central estimate) was \$586,000 compared to \$428,000 current fiscal year. In fiscal year 2012 – 2013, the Workers Compensation yearly cost per \$1,000 payroll was \$9.18 compared to current period of \$8.70. The yearly cost per employee was \$349.00 compared to current \$335.00. The projected ultimate losses was \$2,049,000 in prior period compared to \$2,071,000 in current report. There are currently 14 open worker's comp claims, several are lifetime claims. Currently, we are seeing a higher number of claims, but less dollars for those claims.

Other Business:

Mayor Burgess thanked the Committee for all the hard work over the year, in particular, Joyce Ealy. Her service as a County Commissioner is ending, and she will no longer serve on this committee.

The meeting was adjourned at 1:24 p.m.



Ernest Burgess, Chairman
Rutherford County Benefits & Insurance Committee