RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE
MAY 29, 2014 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MAYOR BURGESS
JOE RUSSELL
PAULA BARNES
RICKY MARLIN
SUSAN BONEY
GREG HALL
DONNIE HESTER
JOYCE EALY
JEFF SANDVIG
MERRY HICKERSON
REGINA HARVEY
VIRGIL GAMMON

OTHERS PRESENT:

MELISSA STINSON
EVELYN ANDERSON
JEANNIE HERNDON
DAN GOODE
LISA NOLEN
KELLI PERRIEN

APPROVE MINUTES:
A motion was made by Merry Hickerson to approve the minutes from the last Benefits & Insurance Committee meeting on April 24, 2014. The motion was seconded by Susan Boney, and passed unanimously.

FINANCIALS:

Risk Management Director, Melissa Stinson presented the April financials for fund 264. The PEPM was $768.81 for a YTD average of $873.11. Last April, the PEPM was $910.27; YTD of $820.97. Adding the on-site medical clinics, the PEPM for April increased to $804.27 compared to prior year of $949.11. The YTD average is $908.24 compared to last year $856.51, a 6% increase.

Fund 266, the YTD cost was $1,418,755.42 compared to $648,450.41 last year. Ms. Stinson explained that there were some unusual payments during this period, if those were removed, we would be at about $500,000.

WC/OJI STATS:

Dan Goode, Safety Coordinator, presented the April OSHA report. There were 16 injuries in April, making the YTD 71. Of these, 39 were OSHA recordable, 28 had restricted days, and 8 with lost days. There were 3 others recordable. In 2012, at this time of year, there were 61 reported claims, in 2013, there were 67, and this year so far 71 claims. The total dollars incurred for April was $26,343.95. The BOE had 12 claims costing $19,200; the County General had 4 injuries incurring $7,143.95. The dollars incurred for April in 2012 was $202,000, 2013 was $145,000, and this year $106,000. Once again, this trend shows injuries are less severe.

WELLNESS UPDATE:

Kelli Perrien, Wellness Coordinator, presented the current Smart Steps report. Med Point Clinic started Wellness Wednesday's with the first topic, seasonal allergies discussed at Stewarts Creek Elementary. They had 25 in attendance. April's wellness coaching had 12 active patients with 20 total coaching visits for April.

Upcoming activities for June include, Superhero Striders for Cystic Fibrosis run on the 7th, June Dairy Day also on the 7th, and Lifeservices webinar, Will you still love me tomorrow?, online June 17th. The Farmer's Market opens on the square every Saturday starting June 7th.

PRE-65 RETIREES:

The original language created for this group of retirees started about 5 or 6 years ago. For the employees who retire who had less than 6 month of service on 12/31/2010, and six months up to 7 years of service on 12/31/2010, they would receive a monthly amount of money put into an HSA account. We now know this is not a feasible solution because the HSA is not attached to a high deductible health plan. In March 2014, it was voted to make the stipend available through a taxable payroll payment. The Finance Director has since learned this becomes a pension liability. A solution for this would be to have a stand-alone HRA for these pre-65 retirees. The effective date for these 2 groups is July 1, 2014. The HRA would also be available to the existing pre 65 retirees who opt out of our health plan effective January 1, 2015. The HRA allows retirees to utilize the funds for not only premiums, but other qualified medical or dental expenses, vision, eye glasses, or other eligible expenses. There will still be some advantage for folks to move from our plan and take the monthly amount into an HRA account, versus them remaining on our medical plan. The money in the HRA would be allowed to accumulate year to year. The language needs to be changed on our current document, explained Ms. Stinson. The HRA for retirees will be communicated to them in meetings during open enrollment. They will see what expenses are eligible within their family, and the ease in manually filing claims or utilizing the card that comes with the HRA. The retiree can also use the HRA to pay for medical premiums if he or she is covered by their spouse.

A motion was made by Jeff Sandvig to approve the change to the language as presented. If you had worked full-time with the County and had less than 6 months of service, your benefits at retirement will be- Pre-65s and Post-65- The County will contribute $300 per month or the adequate rate, whichever is less, into a Health Reimbursement Account (HRA) established by Rutherford County for each eligible retiree. All medical plan benefits will end with Medicare eligibility. On 12/31/2010, if you had worked full-time at Rutherford County for a total of six months to 7 years of service, Pre-65s and Post 65s: County will contribute $500 per month or the adequate rate, whichever is less, into a Health Reimbursement Account (HRA) established by Rutherford County for each eligible retiree. Pre-65, pharmacy benefits cease when the participant reaches age 65. If the participant is age 65 or older (Post 65) at retirement, there will not be any pharmacy benefits. Both changes are effective 07/01/2014. The third group, the pre-65 retiree, can elect not to participate in the County medical plan, and Rutherford County will contribute $500 into a Health Reimbursement Account (HRA), or adequate rate, whichever is less effective January 1, 2015. The motion was seconded by Greg Hall and passed unanimously.

The meeting was adjourned at 1:20 p.m.

Ernest Burgess

Ernest Burgess, Chairman
Rutherford County Benefits & Insurance Committee