

MINUTES

Health & Wellness Committee

Wednesday, September 10, 2025, at 9:00am
3rd Floor Conference Room - City Hall – 212 SW 9th Street

The agenda for the regular meeting was posted on the bulletin board at City Hall in compliance with the Oklahoma Open Meeting Act. The meeting was called to order at 9:01am.

I. Roll Call

Members Present:

Kaitlin Nunley
Christine James
Charles Criger
Heath Want
Ashley Glaze-Lyle

Members Absent:

Charlotte Brown *
John Schwenk**
Chad Meyer**
David Wood**
Megan Loftis*
Kristin Fitzpatrick**
Tanya Organ*
Clayton Houseman**
David Raynor**
Jackie Somerlott**

* Excused

** Unexcused

Others Present:

Jennifer Schulz
Craig Akard
Lindsay Neal
Dustin Brand

Kaitlin Nunley to run the meeting due to chair and vice chair were not present.

II. Approve Minutes from the committee Meeting on August 26,2025.

Christy James made a motion to approve. Charles Criger made a motion to second.

III. Old Business

- a. Vote for new Vice Chair. (Take action as needed)

Kaitlin stated that Tanya told her that she (Tanya) was ok with taking on the role of Vice Chair.

Ashley stated that she also spoke with Tanya and that Tanya said she wanted to do it, she just had to miss today's meeting.

Ashley made the motion for Tanya to be Vice Chair. Heath made a motion to second.

*Motion approved.

- b. Approve changes to Admin Policy 3-09 Health and Wellness Committee (Take action as needed)

Kaitlin asked if this is what we spoke about last time on updating alternates among other things.

Jennifer said yes but she wasn't sure who was typing it up and sending it to Legal and HR to approve and then the committee approves it and if that was done and we might have to table.

Kaitlin said we will go ahead and table and asked for a motion.

Charles made a motion to table. Heath made a motion to second.

*Motion approved.

Christy asked if Charlotte got around to doing it.

Kaitlin stated she wasn't sure.

Christy asked who had the Word document.

Jennifer stated she did not.

Kaitlin said the Clerks should have it.

Christy stated they may be able to scan it and send it.

Jennifer stated that Charlotte wrote all the notes for the changes.

Kaitlin stated that maybe Charlotte then already has a draft going.

IV. New Business

- a. Discuss Incentive Program updates – Kaitlin Nunley (Take action as needed)

Kaitlin – I don't have a lot of updates. I have a goal to get everything together and a flyer to get approved by Charlotte in the next couple of weeks. I want to get it out by October 1st because we talked about doing it October through December and January through March. That's all I have. Any questions?

No action needed.

- b. Discuss Health Fair updates (Take action as needed)

Kaitlin asked Jennifer if she had any updates.

Jennifer said no I think Tanya is the only one who reached out to anyone that I know of. She emailed them and is waiting to hear back from Dragonfly Yoga Studio. Not sure if you guys have reached out to anybody.

Christy – I am a little confused on who is doing what. Historically HR has always taken care of the Health Fair and so I don't know who is doing what and it's getting kind of late in the game.

Craig – No, HR has not always taken care of the Health Fair. It's actually the Health and Wellness Committee to help make contacts for people to be here and be part of this and make contacts with people and try to get door prizes and stuff like that.

Christy – I guess Michelle or whoever has just been so good with that and we didn't know what we needed to do or what the division of duties was.

Craig – That's up to the Health and Wellness Committee to make those decisions on whose doing what but Jennifer is not going to do everything on her own.

Christy – Ok, so what needs to be done then?

Heath asked Jennifer what was being said when she called or if she had a script for vendors.

Jennifer – I can send you the email that I have been sending. I have been asking if they want to set up a booth or send swag and donations. If they want a booth then we provide a table and 2 chairs, lunch for up to 2 representatives for each vendor and that we aim for about 300 people to come.

Heath – Will you send me the email script? I don't mind reaching out to people and sending emails.

Jennifer – Yes, I will and if you want to C.C me on the emails that you send them so when they respond I can get the response also and keep the spreadsheet updated.

Christy – How many vendors do we have now that have been confirmed?

Jennifer – 10 vendors attending. Walmart is also coming for vaccines.

Craig – Why don't you send them the spreadsheet.

Heath – She did. Is it editable and will it save on both sides

Jennifer – It's excel so it should be editable, but it will only save on your side.

Heath – Can we make it shareable?

Jennifer – I will try to figure out how.

Christy asked where we at on City swag, and Jennifer stated she ordered the tote bags and notebooks and Insurica is donating lunch. Christy then asked what other big-ticket items were needed.

Kaitlin stated that we need to look at getting prize and swag donations.

Jennifer stated that Delta Dental is doing an electric toothbrush as a door prize and Kella is doing a tattoo donation. Others are sending promotional items.

Christy – Do we have a form letter for when we ask for donations?

Kaitlin – I use my own template that I created, and I can send that template out unless we have an official one.

Craig – No, we don't have an official one. We will buy some stuff, but we still need people to donate stuff.

Christy – The walking pad would be good but that is something we would probably have to purchase.

Kaitlin – sounds like we need to mostly work on vendors and getting donations and then we can buy filler prizes.

Christy – We need to stay on that because it's coming up quick.

Heath – It need to be done before October 1st because companies need time to run it through their systems too.

Kaitlin stated that no action needs to be taken.

Christy – if we needed to have Health Fair discussions can we just do that through email?

Craig – No, you're not deciding in the emails you're just talking about contacting vendors.

Christy – Since we already set a budget do we have to come back and have a meeting or if its within the budget that's already approved then its good?

Craig – If its within the budget its good.

Christy – Is there any big-ticket items we want to do?

Heath – I think the walking pad would be good.

Christy – do we want to go ahead and order it?

Kaitlin – It's within the budget so we can just order it. I'll do the running Amazon list. I'm going to add it to the list but not order it yet in case we want to add something else. Reminder, if you are asking for donations there is a dollar limit. If it is \$100 to \$500 you have to fill out a form and over \$5000 it has to go to council.

Heath – Over \$1000 in the year it has to go to counsel and everything else can be approved by the manager.

Charles – Did Memorial get back with you?

Kaitlin – Usually Wade was the contact because his wife works there. Well you have the same contact.

Charles – Yes, I will call them when we get back.

Kaitlin stated that no action is needed and we have a plan going.

V. Comments/Communication

Plan updates from our broker team, Insurica.

Lindsay – This is our standard handout that we bring every month just to let you know where we are at on claims.

Dustin – That first page is one month of the current policy plan year. You're starting out with 109% loss ratio but that's just for the month of July, 2025.

Lindsay – This is the only data we have for the current policy plan year so it's a little wonky on how we did this because of the renewal date. The next page is the rolling 12 months and it's better.

Dustin – The first page is just 1 month of 2025. You had 208,000 premium paid versus 556,000 in paid gross claims, that's your medical and pharmacy claims. You did exceed the premium paid in by that 9.5%. On the far right that 42.5% it's really just one claim that's fueling 42% of that July claims expense. The medical and RX spend your running about 29.2% of overall spend being pharmacy. That number were seeing that consistently continuing to up tick because the cost of prescription and medication drug therapies.

Heath – What's crazy is I got a new prescription yesterday, went to Walgreens and they said it was going to be \$90 with insurance. I took it and ran it through Amazon Pharmacy and it was \$6. That's a big difference.

Dustin – If you look at that second page, that's going to give you that rolling 12 months. You will notice the gross loss ratio drops down to 92.8% and on a group your size, high 80's to the low 90's is kind of that target that the underwriters are looking at. For a full 12-month period the City and the colleagues that are enrolled in the plan have paid \$6 million and gross claims

are \$5.5 million so it is still running a little bit high. Hopefully we can continue to have that stabilize on a month-to-month basis. The lower quadrants if you're interested in tracking the enrollments; your staying pretty steady. Loss ratio by year has ticked up but hopefully with the change going from the preferred network over to the advantage network with BCBS is going to help impact some of that claims cost spend. I know we took a pretty big decrease as a direct result of that move. Plan designs staying static, the only thing changing that we made was that network.

Any feedback from colleagues or plan members about the network change yet?

Jennifer – I actually have not had any.

Dustin – Well hopefully it's a pretty seamless process.

Christy – I think the biggest thing left is Andersons Pharmacy but we found out that wasn't BCBS.

Lindsay – And there is a few holes like Krista Gordon. Krista Gordon is a hole, Anderson's Pharmacy is a hole, Access Urgent Medical. So it does exist, somebody that wants to continue to go to Krista might negotiate a cash price.

Dustin – The last page is the rolling 12-months, month to month. You can see those months on the very far right hand side where you can see 100% of your premium paid in which was October 2024, April and July of 2025, hopefully some of those high cost claims will be stabilizing back on track so we can bring those loss ratios back down.

Next meeting scheduled for October 8th at 9:00 am 3rd Floor Conference Room.

VI. Adjournment

Christy made motion to adjourn at 9:34 am, Heath made motion to second.