

MINUTES

Health & Wellness Committee

Wednesday, March 13, 2024, 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. Meeting was called to order at 9:01am.

I. Roll Call

Members Present:

Charlotte Brown
Wade Lewis
Kaitlin Nunley
Christine James
John Schwenk
Charles Criger
Heath Want
Megan Loftis
Ashley Glaze-Lyle
Kristen Fitzpatrick

Members Absent:

Clayton Houseman**
David Raynor**
Chas Meyer*
Tanya Organ*
David Wood*
Jackie Somerlot**

* Excused

** Unexcused

Others Present:

Craig Akard
Michelle Crouse
Lindsay Neal – Insurica
Dustin Brand – Insurica
Laci Sanders – Insurica
Beverly Hernandez - Insurica

II. Approve Minutes from the Regular Meeting on January 10th, 2024.

Wade Lewis made motion to approve. Christy James made motion to second.

III. New Business

- a. Appoint alternate members to main representatives (Take action as necessary)

Charlotte explained that if a main representative is absent and an alternate member needs to vote on their behalf, we should have designated alternate members. The new main representative to alternate members are as follows:

Charlotte Brown – Ashley Glaze-Lyle

Christy James – Megan Loftis

Kaitlin Nunley – Kristin Fitzpatrick

Wade Lewis – Tanya Organ

Police and Fire will remain the same with two main representatives and one alternate.

Retirees will also remain the same with one main representative and one alternate.

A motion was made to approve the representation of members.

Wade Lewis made motion to approve. Charles Criger made motion to second.

- b. Discuss Wellness Incentive Program and Amount (Take action as necessary)

Kaitlin shared the current up to date numbers on Incentive program participants. There is a total of 254 employees participating. So far there is a total of 22 employees who have reached their 10 points or more, 22 employees who have between 5-10 points, 64 employees who have between 2-5 points, and 146 employees who have 1 point each. The YMCA doesn't have accurate numbers and Kaitlin is working on getting that revised. Most of the employees with one point are from the Health Fair and are more than likely not actually participating in the wellness incentive program. Kaitlin will work on sending an email to admins about participation and having them send in one email with anything employees have not turned in.

No action needed.

- c. Discuss adding Fire to all benefits not available to them (Take action as necessary)

Craig discussed adding fire to all the benefits they are not currently offered.

Michelle stated they are offered medical, dental, vision, term life, accidental, critical, and voluntary life. A motion was made to allow fire all benefits that general and police have that they do not currently have offered to them.

Motion made by Kaitlin Nunley and Wade Lewis made the second.

d. Benefits presentation by Insurica (Take Action as Necessary)

Lindsay passed out a handout of explanation of benefits. On page one - Dustin discussed our current rates with BCBS, and explained our current discounts we have because we have multiple products with them. For the 2024-2025 year we are locked into a rate guarantee on all the products, with the exception of the voluntary life because that is based on age. Insurica recommended we stay with BCBS for all current products and explore other options for the 25-26 plan year. on page 2 of the handout provided by Insurica - Our current flex and cobra holder is Higginbotham. Dustin outlined what we are currently paying and what they cover. Two other options were discussed, that was American Fidelity and Nuesynergy. While American Fidelity is free, we would have to leave colonial and use them for those benefits. Charlotte and Megan expressed their dislike of American Fidelity and how all receipts must be submitted for approval, and Dustin explain the cards would be frozen until all information was submitted. The third option, Nuesynergy, although it is roughly 1,500 more than Higginbotham. Nuesynergy was discussed and recommend by Insurica based on the fact that they offer everything we currently have with Higginbotham, and they also have a dedicated team that will contact employees and retirees about Cobra on behalf of the City of Lawton and help them find other options of insurance that might be a better match for their budget. Laci added that the dental will increase by 30% for the 2025-2026 plan year and that would be the time to shop around and discuss other options to include delta dental and other medical and vision plans. Dustin also explains that PVCS is working with us to have their members payroll deducted. They will also have a member here for open enrollment to help assist. On page 3 of hand out – Dustin discussed the group medical stating if we renewed the current contract, we would have a 60k credit applied to the bill in August 2024. The medical coverage will remain the same, with a slight increase in premiums of 7%. We have a current loss ratio of 88.9%, that is better than years prior. Charlotte asked about a medication and Laci will research how to get it at a more reasonable cost. Ashley asked about weight loss medication, and Dustin explained that the City of Lawton's plan does not cover that because it would increase premium cost well above average. The motion was made to move forward in the 2024-2025 plan year with the recommendations by Insurica, and to remain with BCBS and Colonial and add Nuesynergy as our new Flex and Cobra vendor.

Motion made by Wade Lewis and Christy James made the second.

IV. Comments/Communication

Michelle handed out an information flyer on an additional Employee Assistance Program offered by OMAG. This is an additional free service provided to all employees.

Next Meeting scheduled for May 8th at 9:00am.

V. Adjournment

Christy James made motion to adjourn at 9:54 am, Kaitlin Nunley made motion to second.