

Health Plan Review Committee

APPROVED

Regular Meeting Minutes April 19, 2016 @ 8:30 am City Hall 3rd Floor Conference Room

Rusty Whisenhunt called the meeting to order at 9:15 am.

I. Roll Call

Members Present: Rusty Whisenhunt, (@ 9:15am) Bruce Kizarr, (@ 8:51am) Albert Ozuna, John Schwenk, Richard Rogalski

Members Absent: James Churchwell, Bob Bigham

Others Present: Krystal Urbanski (Accountant), Tiffani Burk (HR Generalist), Chris Engelman (BCBS), Chase Massie (HR Director), Rachel Kanady (NFP), Stacey Scott (NFP), Tim Wilson (City Attorney), Jim Russell (Assist City Manager), Bart Hadley (Assist City Manager), Tim Johnston (Liazon), Anthony Naes (Liazon), Courteney Cacho (City Manager's Receptionist)

II. Minutes 3/22/16

Motion to approve March 22, 2016 minutes by Richard Rogalski with second by Albert Ozuna Ayes: Ozuna, Rogalski Abstain: Schwenk Nays: None Motion carried

III. Review Reports

Krystal Urbanski went over the financial information and included the following information for the Health Committee members:

Supplemental Bank Reconciliation

Bank balance as of 3/31/16	\$73,604.32
Transactions to date	\$341,534.92
Cleared Checks	\$25,911.12
Outstanding Claims (Self Funded)	\$1,500,376.10
Outstanding Claims (Pass Through)	\$21,072.63
Outstanding Claims Total.....	\$1, 521,448.73
Deposit(s) in Transit	\$340,415.50
Adjusted Balance as of 4/18/16	\$(791, 769.11)*

*This balance does not reflect the actual amount of available funds in this account. It is only informational in nature and only for the use of the health committee. This is a compilation of all known outstanding debts and revenues for this account to date.

Urbanski said on the "Outstanding Claims" she separated them into "Self-Funded" and "Pass Through". The "Self-Funded" is the BlueCross Health and the "Pass Through" could be the life insurance, eyeglass, things like that. Basically we collect the premiums, collect the money, and then it goes straight out.

Rogalski asked if the "Pass Through" amount doesn't come out of our health fund.

Urbanski answered it all comes out of that bank account which includes Mutual of Omaha, our life insurance, there's an eyeglass through modernize we use. Plan (65) sixty-five for the retirees who are over (65) sixty-five, we are collecting the premiums and mailing them back out. They all pass through that same bank account.

Rogalski asked if it was always the money comes in and the money comes out, basically a (0) zero sum.

Urbanski answered right.

Rogalski asked if some of the incomes that we are showing are some of those premiums.

Health Plan Review Committee

Urbanski answered right.

Burk said it's a very low amount, so that's not going to be all of them.

Urbanski said she wants to say (21,000) twenty-one thousand, she'll have to look at the spreadsheets. She thinks the majority of that was Mutual of Omaha which is normally around (20,000) twenty thousand and something. They are usually the ones around (13,001) thirteen thousand one, around (11) eleven or (12) twelve that comes in and goes out.

Burk said vision only comes out the (1st) first of the month.

Urbanski said vision is not included because it's a direct ACH. She thinks Georgia Peters (Payroll) cuts a check but it's from a different bank. It has nothing to do with (54) fifty-four.

Schwenk asked what the actual bank balance was right now.

Urbanski answered as of yesterday the bank balance is (389,000) three hundred eight-nine thousand. The ones in transit may go today.

Schwenk asked if it would go up to (7) seven something.

Urbanski answered (7) seven or just a little bit over. We've got outstanding checks that haven't cleared.

Motion to approve financial report by Richard Rogalski with second by Albert Ozuna Ayes: Ozuna, Schwenk, Rogalski Nays: None Motion carried

IV. Wellness Committee

Massie said we have a number of things going on. We should be able to provide by the next meeting, we are working on a (12) twelve month strategy. We should have that outlined and really detailed for the next year. We'll talk about some incentives. In May we are starting a Fitness After Hours. (2) Two days a week we'll meet at 5:15pm in the Banquet Hall. We'll have workout videos up on the projectors. We will send some communication on that probably towards the end of this week. It's voluntary for anyone who wants to attend. It'll be a way for people in this building or close by to have somewhere to workout. We'll do different kinds of workouts like cardio, abs, things that don't require equipment. We'll try to mix it up the best that we can.

V. Old Business

None

VI. New Business

A) Executive Session – Employee Appeal

Motion to go into executive session by Albert Ozuna with second by Richard Rogalski Ayes: Ozuna, Schwenk, Rogalski Nays: None Motion carried

Motion to end executive session by Bruce Kizarr with second by Richard Rogalski Ayes: Ozuna, Schwenk, Rogalski, Kizarr Nays: None Motion carried

Motion to table until next Health Plan Review Meeting by Richard Rogalski with second by Albert Ozuna Ayes: Ozuna, Schwenk, Rogalski, Kizarr Nays: None Motion carried

B) Private Exchange Demo:

Massie said something we talked about going towards July (1) one of (17) seventeen is a private exchange. We felt the best way to really make everyone understand is by showing you what it looks like. He's worked with Kanady with NFP and we've (2) two representatives from Liazon here and they've flown here from Colorado to show us what it might look like. They are the representatives for the City of Tulsa.

Health Plan Review Committee

The Liazon Representatives are Tim Johnston and Anthony Naes. They gave a demo about “The Market Leader in Private Benefits Exchanges”. Items discussed:

- Introducing Liazon
- Defining a Private Exchange
- Imagine a Better Way
- Benefits Process is Broken
- The Store is Stocked with Carefully Curated Products
- Takeaways from (7) Seven Years and Hundreds of Thousands of Enrollments
- Benefits to Employers and Employees
- Let’s Take a Look at a Demo of How this Works
- Perception and Reality
- Employees Like Being in the Driver’s Seat
- Employees Embrace Choice....With an Assist
- A Smooth Transition and Ongoing Support for Employers

Rogalski said let’s start off with a couple of options. Let our plan get back to health and then we could actually make a decision.

Johnston said the next step is to get some actuarially work done and then come back to show what would be feasible based on the situation and what it could look like. From there decide where to go and whether it makes sense.

Kizarr said premiums have to go up. There’s no way around it.

Kanady said depending on your comfort level the Committee may kick around some key messages before the open enrollment just to get their cost on what’s to come next year. Make them aware that you are cognizant of where the plan is no different than any other plan in America. Benefit costs are beginning to rise and your Committee is meeting diligently. Exploring options that way they know you are on it and in need of additional funding.

Schwenk asked if this is happening for sure or is this just an idea.

Massie answered for now, we are just throwing it out there.

Kanady said if she was the Committee, she would share the financials and we could provide you with some benchmark information. There is nothing that the Committee is doing wrong. It’s that the costs are on the rise, you’re not totally unhealthy. Scott’s team is very good at communicating that during open enrollment especially messages that are hard to deliver. Whether or not the Committee decided to do this, follow up on whatever you do decide to do. The Committee will be ready for it.

Whisenhunt asked as far as the actual information, when would that be available so we could place it on the agenda.

Kanady answered as early as next month, whenever you need it.

Johnston asked how frequent does the Committee meet.

Whisenhunt answered we meet monthly. He wants Kanady to get back with Massie. If you can make it happen next month, for that information, but if you find out that you need to move it to the following month let HR know.

VII. Comments/Discussion

* Whisenhunt said the next scheduled meeting is May (17th) seventeenth.

VIII. Adjournment

Rusty Whisenhunt announced the adjournment at 11:13am.

Motion by Richard Rogalski with second by Albert Ozuna to adjourn Ayes: Ozuna, Schwenk, Rogalski, Kizarr
Nays: None Motion carried