

Approved

Regular Meeting
Minutes
Health Plan/Cafeteria Plan Review Committee
April 21, 2015 9:00 a.m.
City Hall 2nd Floor Conference Room

Rusty Whisenhunt called the meeting to order at 9:00 am.

I. Roll Call

Members Present: Rusty Whisenhunt, Bruce Kizarr, Bob Bigham, John Schwenk, Richard Rogalski, Albert Ozuna

Members Absent: Justin Dipprey, James Churchwell

Others Present: Krystal Urbanski (Accountant), Tiffani Burk (HR Generalist), Sherry Anderson (Assistant HR Director), Chris Engelman (BCBS), April Bortmess (BCBS), Luann Yarberry (Higginbotham)

II. Minutes

Motion by Kizarr with second by Bigham to approve minutes of January 20, 2015.

Ayes: Kizarr, Bigham, Rogalski, Ozuna Nays: None Motion approved

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 3-31-15	\$	854,954.56
Transactions to date:	\$	319,695.08
Cleared Checks	\$	580,626.61
Outstanding Claims	\$	783,194.85
Deposit(s) in Transit	\$	260,277.40
Adjusted Balance as of 4-20-15	\$	71,105.58 *

*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.

Krystal said this reflects the Plan 65 April invoices being paid but not collected yet. She said that amount was about \$24,000.

Motion by Ozuna with a second by Kizarr to accept the financial report.

Ayes: Kizarr, Rogalski, Ozuna, Bigham Nays: None Motion approved

IV. Wellness Committee

- A. Update- Rusty Whisenhunt said right now the 3 month fitness challenge is going on. It is basically an activity challenge. He explained the fitness challenge.

Rusty said May 1st is the Blood Drive and mini Health Fair. It is at City Hall in the ball room. It is from 1:00 to 5:00. We have 5 fitness centers that have committed to be there. BCBS, Higginbotham and Complete Eye Care will be there. He asked if Deer Oaks will be there. Sherry Anderson said they will. Oklahoma Blood Institute has requested that we have a Blood Drive quarterly. The Wellness Committee will meet tomorrow and address that.

Rusty said in October, we are going to have a full Health Fair and that is when we are going to have Catapult there. They will be able to do blood work and they will bill the insurance. Tiffani Burk said she didn't think we are going to be able to do this because Catapult is going to charge travel fees. They discussed using other companies, local clinics or hospitals. Chris Engelman said let us see what we can do about Catapult. Luann Yarberry went over the wellness survey that went out in February. Rusty said the Wellness Committee has been meeting monthly since it was reorganized and we have been having 6 to 8 people attend the meetings. Richard asked about the fitness trackers. Rusty said the signup sheets are due now and Cynthia Williams is compiling the lists. Legal has communicated with them. The company is asking for a number of employees that want one.

V. Old Business

- A. Retiree 65+ supplemental plan-Luann said we now have a packet to give the retirees. Chris said they are working on the benefit book now. April Bortmess said it has to be customized to the City of Lawton so it is taking a little time. Bruce Kizarr said they are in negotiations and he needs to know the eligibility for the retiree insurance plans. Sherry said when we took the Plan 65 to council, we had eligibility language and maybe you could use that. He said he wants to make sure that it says that the spouse can stay on the plan. He wants that language in their contract.

VI. New Business

- A. Review Fund balance-Bruce said that we wanted a minimum balance, what is that amount. Rusty said it is \$900,000.00. Bruce asked was it adjusted balance or bank balance. Chris said it is adjusted balance. Rusty said because that is available funds.

- B. Colonoscopy claims-Rusty said he got the report that was sent to HR. He reviewed it and he got back with Chris on it. In that report there was disparity in how they were processed. Chris said he has someone that is reviewing each claim on that report. She is finding that it depends on how the provider files the claim. It is the codes that the providers are using and those codes did not show up on the report. Rusty pointed out that on the report, it was not consistent. Chris said we cannot tell a provider how to file the claim. If they totally file it wrong and we know it is wrong, we cannot make the provider change it. Bruce asked if it was costing the provider anything to code it one way or the other. Chris said no, the provider is still going to get the same dollar amount. It is just who pays the bill, whether the patient pays part or the City pays the whole amount. Rusty said the total last year paid by the employees (patients) was \$11,558.00. He said realistically if they were filed correctly then 80% of those claims would have been paid at 100%. Rusty said we are looking at changing the benefit to paying 100% of colonoscopy claims end of discussion. This has been an issue for years.
Motion by Kizarr with a second by Rogalski to pay all routine and medical colonoscopy claims at 100% starting July 1, 2015.
Ayes: Kizarr, Schwenk, Rogalski, Ozuna, Bigham Nays: None
Motion approved

- C. Flex 125 plan update & changes from Higginbotham- Rusty said IRS allowed the maximum medical flex contribution to be raised to \$2550.00.
Motion by Kizarr with a second by Rogalski to raise the maximum amount of the Flex benefit to \$2,550.00.
Ayes: Kizarr, Schwenk, Rogalski, Ozuna, Bigham Nays: None
Motion approved

Luann said the problem with the Flex cards and Wal-Mart has been fixed.

Bruce asked a question about income taxes because our flex plan is fiscal year. Luann said she will ask about it.

VII. Comments/Communication

- A. Next regularly scheduled meeting will be held June 16, 2015 at 9:00 am.
- B. Tiffani said Open Enrollment is scheduled for May 11th through May 22nd. The insurance companies/vendors will be at City Hall May 12th and 13th. A flyer will be sent out with the May 1st pay stubs and emails will also be sent.

- C. Rusty said Complete Eye Care will not be taking Superior Vision. Sherry said Dr. Ross has announced that they are not going to accept Superior Vision either.
- D. Bruce said maybe if we can guarantee that all on-duty firefighters have the opportunity to have the health screenings during the October Health Fair, then the Union would be willing to pay \$900.00 toward the Catapult travel fees. But they want this to be available for all City employees. They discussed finding out how many employees can Catapult handle in a few days. Rusty said that will be information that the Wellness committee will try to find out at their next meeting.

VIII. Adjournment

Rusty Whisenhunt announced the adjournment at 10:15 am.