

September 18, 2019
Minutes
Health Plan Review Committee Meeting

A Health Plan Review Committee Meeting was held on September 18, 2019 in the 3rd floor conference room, City Hall, 212 SW 9th Street, Lawton, Ok at 10:00 am and was presided over by Rusty Whisenhunt, Chairman.

The agenda for the meeting was posted on the bulletin board in City Hall in compliance with the Oklahoma Open Meeting Act.

I. Roll Call

Members Present: Rusty Whisenhunt
Richard Rogalski
Brit Hubbard
Albert Ozuna
John Schwenk

Members Absent: James Churchwell
Bob Bigham
Bruce Kiazarr
David Raynor

Others Present: Dewayne Burk, HR Director
Kristin Huntley, Budget & Compliance Supervisor
Cindy Griffin, Benefits Coordinator
Jona O'Hagen – NFP, Senior Account Executive
Todd Chapman, NFP, Vice President Select Market
Jody Maples, CCMH, Community Outreach
Melani Welchel – Healthcare Highways
Charlotte Brown – Wellness Committee
Melissa Griffin – L.P.D Retiree

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II. Financial report by Kristin Huntley

Supplemental Bank Reconciliation

Bank balance as of August 31, 2019	\$ 383,882.52
Outstanding Deposits	\$ 390,617.67
Cleared Checks as of 9/13/2019	\$ 754,867.81
Outstanding Claims (Self-Funded)	\$ 576,941.90
Outstanding Claims (Pass through)	\$ -
Due to City of Lawton General Fund	\$ 250,000.00
Deposits in Transit	\$ 287,570.99
Adjusted Balance as of Sept 13, 2019	\$ (519,738.53)

Motion to approve financial report by Ozuna and second by Rogalski. All Ayes: Motion carried.

III. Wellness Committee update

Chair Charlotte Brown reported they had their first Wellness meeting this month and trying to implement a wellness program updated Wellness program for the city employees and hope to have one started around January 1. The committee will have a booth at the Health Fair with a questionnaire for employees to fill out.

IV. Wellness update

Griffin reported the Health Fair scheduled for October 17 in the Banquet Hall from 10am – 2pm. At this time we have over 20 vendors who will set up a booth to include Delta Dental, Dr. Rose Lepien, 4 star Nutrition just to name a few. Blood Drive scheduled for November 8 in the Banquet Hall.

IV. Minutes

Whisenhunt asked for a motion to approve the August 21 minutes.

Motion made by Hubbard to approve the minutes, second by Ozuna. Ayes: Schwenk, Rogalski, Whisenhunt. Motion approved.

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IV. Old Business:

a. Wellness Incentive (physicals) for next fiscal year and take action if required. – NO ACTION.

Whisenhunt reported a recommendation approved by the City Manager to allow employees two options for this year's physical incentive.

- \$100 incentive (less taxes)
- Eight (8) hour certificate of leave with 6-month expiration.

Burk discussed a possibility of a third option. The city to pay \$100 toward a gym membership. Recommended the Wellness and physical incentives be combined and employees given the option of choosing one of the three.

Whisenhunt requested this item on the next agenda for further discussion.

New Business:

a. Re-evaluate balance for consideration for rate increase:

Burk reported that we met the criteria on both Fire and Police contracts to propose an increase.

Whisenhunt reported the fund balance has now had a negative balance for the last three (3) consecutive months.

Rogalski asked what the set amount of the increase should be. Whisenhunt stated 10%. The city funds 66% and employees 34%

A motion made by Rogalski second by Ozuna recommending instituting a 10% premium increase. Ayes, Hubbard, Whisenhunt, Ozuna, Rogalski. Abstain, Schwenk.

b. Review colonoscopy plan coverage:

Whisenhunt reviewed a previous motion from 2015 Health Plan Review Meeting wherein the committee voted to cover all colonoscopies at 100%; however, current plan document states that only colonoscopies for personnel over the age of 50 would be covered at 100%.

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Motion made by Schwenk, second by Ozuna to recommend adherence to the 2015 minutes approving all routine colonoscopy's at 100% regardless of age and only one per year. All Ayes

Whisenhunt stated that if any of claims were processed incorrectly then Healthcare Highways would need to reprocess those claims as of July 2018.

c. Employer paid 1 X annual salary life insurance.

Whisenhunt explained that as of the start of the plan year, Liazon updates their system for the employee's salary for life insurance once a plan year, July 1. If an employee receives a promotion or salary increase, Liazon would charge a fee to the City to update system to modify throughout the year. A recommendation was made that no modification would be made throughout the year and the employer paid 1x salary would be based on the income as of July 1.

Motion made by Rogalski and second by Ozuna recommended modifying the city pay's plan concerning the life insurance coverage of 1x annual salary to 1X annual salary as of July 1st of each plan year with no modifications throughout the year. All Ayes.

d. McBride Orthopedic tier level

Whisenhunt reported that McBride bills under different names. Part of them are Tier 1 & part Tier 2 but you cannot tell difference between one or the other. Example McBride Orthopedic Hospital Clinic, McBride Orthopedic Hospital, McBride Orthopedic Hospital LLC. There is no way an employee can distinguish the difference. Some are paid at Tier 1 and some at Tier 2.

Welchel replied they partner with the hospitals it is a conflict of interest to have these free standing facilities that are owned by physicians in their network. The physicians that work at McBride typically have privileges at other hospitals and because of this then we have added them to the same network, what was discovered was the physicians or their billing practice is not maintaining their hospital privileges and if they have been removed. There are physicians that are in the same network that essentially terminated their privileges so what they went back and do was add McBride hospital to the network. McBride has been updated and claims will be processed as Tier 1.

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VII. Comments/Communication

Guest LPD Melissa Griffin commented that she is displeased with the discussion of increasing the retiree's premiums and was not happy with the formulary changes.

Plan 65 BCBS

Chapman reported they sent out several request for quotes for the over 65 plan. Aetna, Community Care, Humana, United HealthCare, BCBS the only one to respond with a quote was United Health Care and BCBS. BCBS premium would have a slight increase of \$7.52. Per month. United HealthCare does not cover the donut hole and they would charge different rates for retirees that live in different states. At this time, the city currently has five (5) retirees that live in different states. BCBS premiums would be the same for all.

A motion made by Schwenk second by Ozuna to recommend renewal of the BCBS +65 plan. All Ayes.

Whisenhunt discussed changing next month's regular scheduled meeting from the 20th to the 11th to allow time to review the RFPs for Broker Services and to schedule a special meeting on the 15th.

Motion by Ozuna and second by Hubbard to change meeting date to the 11th & 15th of November. All Ayes.

Next meeting scheduled for November 11 at 1:30 pm and a special meeting on 15th of November, 2019 @ 9am, 3rd floor conference rm.

Adjournment:

Whisenhunt announced adjournment at 11:27.