

Approved

Regular Meeting
Minutes
Health Plan/Cafeteria Plan Review Committee
November 18, 2014 9:00 a.m.
New City Hall 2nd Floor Conference Room

Kizarr called the meeting to order at 9:00 am.

I. Roll Call

Members Present: Bruce Kizarr, Bob Bigham, James Churchwell, Albert Ozuna, Rusty Whisenhunt, John Schwenk, Justin Dipprey

Members Absent: Richard Rogalksi, Doug Stamper

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

II. Minutes

Motion by Dipprey with second by Churchwell to approve minutes of September 16, 2014.

Ayes: Churchwell, Dipprey, Ozuna, Whisenhunt, Bigham Nays: None

Motion approved

III. Review Reports

Urbanski went over the financial information and included the following information for the health committee members:

Supplemental Bank Reconciliation

Bank balance as of 10-31-14	\$	872,220.96
Transactions to date:	\$	333,450.95
Cleared Checks	\$	
Outstanding Claims	\$	1,317,222.29
Deposit(s) in Transit	\$	256,706.05
Adjusted Balance as of 10-12-2014	\$	145,155.67 *

*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.

IV. Wellness Committee

A. Update

Rusty Whisenhunt had information to report about the blood drive. He said 30 people signed up and came to give blood. Only 15 were able to give. Their screening process took about 45 minutes and only 10 minutes to actually give blood. Because of the time, there was probably 8 or 9 people that came and could not wait that long. They had to leave. The next blood drive is scheduled for May at City Hall. The date is not set yet. They will be trying to have it on a Friday. This time the goal for OBI was 15 units and we met the goal. We are talking to OBI to see what we can do to get the screening process quicker. April Bortmess asked if the committee has anything else planned. At the last meeting Shannon Day said she was going to send out some flyers. Whisenhunt said as far as he knows nothing had been done. The regular meeting date would be next week but it is a holiday so it would not be a good time to have a meeting. He said he will follow up with Shannon Day so they can get it started up again. Sherry Anderson said maybe we can put something in the newsletter to get people involved. Bruce Kizarr said the first of the year is a good time to get something going because of New Year's resolutions. He said even if it is just a flyer that is handed out with the checks/pay stubs. He asked Bortmess if they could get something to send out. Bortmess said one thing that would be good to hand out is a flyer about preventative screenings. She said she will get Shannon Day's contact information and will talk with her.

V. Old Business

A. Premium Increase

Tiffani Burk handed out the new premium rates and a copy of the old rates. The members questioned the cobra rates. Anderson said she didn't know why the cobra rates were so high.

VI. New Business

A. Review Fund Balance

Kizarr said because we are only meeting every other month, we need to keep an eye on the balance. There is language in the Fire and Police contracts to reduce the premiums 10% if the balance stays below a certain amount. We need to watch that amount. If the balance stays below that amount, we might need to meet earlier so we can reduce the premium. But looking at the balance right now, we are far from reducing it.

VII. Comments/Communication

Whisenhunt asked about the supplement plan. Bob Bigham said he knows nothing. He was out of town and could not make the sign up meeting. He understands that there was pretty good attendance. He asked how many people have not been contacted about moving to this plan. Burk said she believes there were only 8 people that they were unable to make contact with. She said but they will not be dropped from the insurance. They will be moved to the new supplement plan. No one will be dropped. Bigham said he was confused by the 2 applications. There is a plan F application and then an RX application. He said he was told that they only needed him to fill out the RX application. He is concerned about the administrative paperwork with this plan. He wanted to know if there were any policies written on this plan. Kizarr asked why do we need policies. Bigham gave an example of a retiree's situation and asked where is that written down. He asked where is the council approval of this. Kizarr said council doesn't have any control of retirees. They have control over this Health plan. Whisenhunt said the agreement with BCBS has to be ratified by council. Anderson said the plan was to take it to council. Bigham questioned whether BCBS is the only company that can provide a supplement plan for the City. Bortmess and Anderson both said on a group platform. Bortmess said what she means by group is whether you are 65 or 80, it doesn't matter you will pay the same premium. Kizarr said and that is why we chose it this way. Bortmess said Luann Yarberry with Higginbotham did the research on this and there were a few other companies that would offer a group plan but they were not high rated companies. Bigham said how do I know that there is not a better deal out there. Kizarr said you can go shop and find out. We are not forcing anyone to stay with this plan. We are telling them this is what we are offering you, if you don't like it then you can go get your own plan. They discussed the health fund and whether it was public money or not. Bigham asked if the health fund was part of the City budget. Kizarr said no it wasn't, it was a trust. Bigham disagreed. Kizarr said the City's premium is part of the budget but once it is put into the health fund, it is not the City money anymore. It then becomes the health fund money. Whisenhunt said it is a public trust. Kizarr said on this plan, the retirees will be paying the premium into the fund and then it is going right back out to BCBS. Whisenhunt said he understands Bob's concerns. We can say a lot of things but if it is not on paper then it does not exist. Bigham said and nothing is written down on this whole deal. Anderson said we will check with Chris Engelman, he was sending the paperwork to Jim Russell. She said she believes that it has not gone to council yet. Whisenhunt said he has spoken to the City Attorney's office and it has not gone to council. Tim Wilson is insisting that it go to council. Bigham questioned whether the plans are all the same with all companies. Bortmess said the e plan F are all the same but the Rx plans are different. You can get different RX plans at different prices. Whisenhunt said our RX plan was tailored for us. The committee made a recommendation to the City Manager to go with BCBS. Bigham asked who directed someone to negotiate BCBS to come up with this price. Whisenhunt said this committee made a recommendation to do the plan F with BCBS and the RX plan based upon Higginbotham's information that they presented. They checked several different companies. He said United had a comparable plan but it was not on a group platform,

it was based on age. Kizarr said that is why we went with BCBS. BCBS would tailor a RX plan for our retirees, one that was comparable with the plan that we have. He asked Bigham what does he want the committee to do. Bigham said he believes it is out of the committee's hands. Whisenhunt and Bigham said they would like to see the agreement written down. Bigham said he has a problem that nothing is written down anywhere. He wants to have a meeting next month to go over the details of what is going on. He made a motion to have a December meeting. Kizarr said this stuff is written down but just because you haven't seen it doesn't mean it is not written down. Justin Dipprey said he agrees that there should be some kind of document that we can see what the plan is. Whisenhunt said he seconds the motion to have a December meeting. Kizarr asked what kind of documents do you want. Whisenhunt said basically what is in the administrative agreement, the cost of the plan and how it is going to be administered. Bigham said he would like to see a determination of the sole source providers. Bortmess said we will have Luann bring all that information about the providers. Kizarr said we don't need to have a motion to plan a meeting. We just decide to meet on December 16th and put this supplement plan on the agenda. They decided to have a meeting on December 16th.

Albert Ozuna said Doug Stamper is retiring. Anderson said that the EAC selects that member so they will need to be notified of the vacancy. Albert said Doug was his alternate. Kizarr said we need to check the by-laws about the officers for the committee. He believes the terms expire in January and we should put that on the agenda. Kizarr told the members that the by-laws say that he or HR sets the agenda but if any member wants to put something on the agenda, just notify HR.

VIII. Adjournment

Motion by Ozuna with second by Whisenhunt to adjourn at 9:55 am.

Ayes: all Nays: none Motion approved.