

MINUTES

Health & Wellness Committee

Wednesday, June 11, 2025, 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. The meeting was called to order at 9:19 am.

I. Roll Call

Members Present:

Charlotte Brown
Kaitlin Golden
Charles Criger
Megan Loftis
Kristin Fitzpatrick
Tanya Organ

Members Absent:

Wade Lewis**
Christine James**
John Schwenk*
Chad Meyer**
Heath Want*
David Wood**
Ashley Glaze-Lyle*
Clayton Houseman**
David Raynor**
Jackie Somerlott*

* Excused

** Unexcused

Others Present:

Jennifer Schulz
Lindsay Neal
Candy Brown

II. Approve Minutes from the committee Meeting on May 14,2025.

Kaitlin Golden made a motion to approve. Charles Criger made a motion to second.

III. Old Business

IV. New Business

- a. Discuss Incentive Program updates- Kaitlin Golden (Take action as needed)

Kaitlin- I have gathered all folders, and they have all been counted, verified and looked at. 34 turned them in compared to about 83 checked out so not quite half. We have had some people leave the city and some people just lose interest. Last year we had 80 something that completed the challenge when we were doing the tracking for them so it's less than half that completed the challenge when they were responsible for doing it themselves. It ends up being with the 10,000 pot to split between everybody \$294.11 each. I'll get the list to Charlotte to give to HR so it can be posted on the last check in June.

- b. Discuss new plan FY26 for Incentive Program Updates – Kaitlin Golden (Take action as needed)

Kaitlin – We did get a little bit of feedback, most was positive. They really liked the folders and that it was all together. Most of the things that weren't positive were the length of time that they had to keep up with it and not having it available on the "P" drive so they can reprint forms if the needed them. I think in the future we could do it, but we need to have an enrollment time frame when you can sign up. One of the big things is we don't want people participating that we don't know are participating. If we are going to put the forms out there, we should still have a sign-up process just so we as the committee can make sure the pot is good and keep up with it. I think it was Megan that brought up the idea of splitting it up in two 5-month periods instead of a full 10-month period and that may help, and we would also split the pot. It will be 2 separate ones; you can participate in one or both. Those are just some ideas, I haven't had many people reach out about changes and most have enjoyed it.

Charlotte – I had one admin reach out to me and said she didn't like having to tack it herself.

Kaitlin – The other thing was people were confused on what counted and what didn't. It is hard to encompass literally everything you can think of though. So really just the length of time may be a change to make otherwise I think the way we did it worked out.

Charlotte – Yea, I made some judgement calls, and we were a lot more open on somethings. Some people questioned the wellness exam and getting a shot that they were grouped into one subject and only got one point on it. We might want to look at if you get your flu shot that's one and do your wellness that a separate point.

Kaitlin – I think the discussion around that being that not everyone can get a vaccine, so we threw it up as a either or situation. If I remember correctly that's why we lumped it together but we can change it.

Charlotte – I think that's something we can look at because they can get the flu shot in the fall and wellness exam in the spring. That would be a change that I would like to see that you would get credit for both.

Kaitlin – I don't remember it being a big deal either way its just how it got voted. With a few little tweaks I think everything went well. I think the time frame worked well starting August 1st going through May 30th, that gives time to get everything done and if we just cut that time in half so like December 31st and then start again January 1st if you want to go the shorter terms. Because the main thing was that it was hard to keep up with it for so long and keep all of it together.

Charles Is there going to be money for next year?

Charlotte – We need to see what we have left in the account to see if we could do it. If there is no money, then we need to look at some other reward program and that would require City Manager approval.

Candy – I can look.

Charlotte – At least we should have money for next year, but we also need to take in account the money we need for the health fair. If y'all can check that and my recommendation would to table this until next month's meeting that way we have the money numbers and we can think about the time frame.

Kaitlin Golden makes a motion to table. Charles Criger seconds the motion. Motion approved.

V. Comments/Communication

- a. Charlotte – Lindsay do you have anything for us?

Lindsay – Yes, we have our monthly claim report. Page 1 is a run through of the policy, it starts in July 2024 through April 2025 and is sitting at 100.9% gross loss ratio. Page 2 is a rolling 12 months and they are a tiny bit lower at 97.5%. We have a couple of high-cost claims that we are tracking. We do all of this to know where we are going to sit for renewals next year. Page 3 is a rolling 12 months, you can see it goes from May 2024 through April 2025 and all the way to the right shows the monthly claims ratio. You can look at the monthly claims' costs and the monthly RX cost and what that translates to as far as a gross loss ratio. This is important to identify on the most recent month is April 2025 and the loss ratio is 111% so that's up a little bit. We can look at the lines and kind of see where it's at and it looks like it's on those medical claims. It's at \$449,000 which is higher than usual for you guys so there may have been some hospitalizations that made that jump up. We won't know until next months reporting if this is kind of a shock claim or are we having more chronic situations. We will know that as the months come in, but it's something we look at every month. The next page gives a little more detail on what those high-cost claims are and what the medical condition is. Just a little update on that. That's all I have and just wanted to make sure we got this in front of you guys.

Charlotte – Anything else? Move on to item number 6 adjournment.

Next Meeting scheduled for July 9th at 9:00am 3rd Floor Conference Room.

VI. Adjournment

Kaitlin Golden made motion to adjourn at 9:19 am, Charles Criger made motion to second.