

Human Resources / Insurance Committee Meeting

Blount County Courthouse

March 15, 2016 at 5:00 pm

Agenda

- A. Roll Call**
- B. Emergency Announcement**
- C. Input on Items on the Agenda**
- D. Approval of January 19, 2015 Minutes**
- E. Monthly Revenue and Expenditures**
- F. Benefits Updates**
- G. Wellness Presentation by CBIZ**
- H. Input on Items not on the Agenda**
- I. Adjournment**

Blount County Government
Human Resources/Insurance Committee Minutes

Tuesday January 19, 2016 5:00 pm
Room 430 Blount County Courthouse

Members Present: Mayor Ed Mitchell, Commissioners Mike Lewis, Tom Stinnett, Mike Caylor, Rick Carver, Human Resource Insurance Committee Member David Murrell, Register of Deeds Phyllis Crisp, Sheriff James Berrong

Members Absent: Commissioner Grady Caskey, Sheriff James Berrong, Highway Superintendent Vacant Seat

Others Present: Human Resources Director Jenny Morgan, Human Resources Specialist Jodie King, CBIZ Broker Cole Harris

Input on Items on the Agenda

Motion was made by Tom Stinnett to remove item “G” – Insurance Committee Discussion from the agenda and was second by Ed Mitchell. All was in favor.

Approval of Minutes

Mike Caylor made the motion to approve August 18th and August 27th 2015 minutes and was second by Phyllis Crisp. All was in favor.

Monthly Revenue/Expenditures

Jenny Morgan discussed with the committee the revenue and expenditures spreadsheet. She also showed the committee a breakdown of subscribers on the medical insurance as of December 31, 2015. Jenny asked Cole Harris to explain the process of runout fees regarding the transition from Humana to Allegiance for 2016. Cole stated any claims incurred in December 2015 should process 60/90 days into 2016. Then will see a noticeable shift in the plan around late March 2016 from the plan design implemented January 2016.

2016 Open Enrollment

Jenny Morgan stated to the committee the process of open enrollment went well with a few exceptions. Open enrollment was completed through Kronos for all County employees. She stated it was a learning process for all involved and that the process for open enrollment next year should go much smoother.

Input on items not on the Agenda

None at the time

Motion was made to adjourn at 5:20 PM

C.C. Object	Account Title	Estimated Revenue	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Fiscal Year to Date
43101	SELF-INSURANCE PREMIUMS	\$ 10,007,073.00	\$ 375,813.77	\$ 543,737.50	\$ 742,331.72	\$ 742,562.50	\$ 747,762.50	\$ 746,000.00	\$ 779,702.50	\$ 779,702.50					\$ 5,457,612.99
43102	OTHER EMPLOYEE BENEFITS	\$ 9,747,768.00	\$ 569,963.11	\$ 469,107.41	\$ 650,133.63	\$ 616,108.34	\$ 647,345.67	\$ 646,441.50	\$ 621,125.08	\$ 621,125.08					\$ 4,841,349.82
44110	INTEREST EARNED	\$ 10,000.00	\$ -	\$ 784.46	\$ 734.80	\$ 698.59	\$ 353.91	\$ 356.56	\$ 421.76	\$ 628.47					\$ 3,978.55
44160	RETIREES INSURANCE PMTS	\$ 1,676,711.00	\$ (107,452.13)	\$ 176,849.29	\$ 132,921.70	\$ 136,757.50	\$ 128,675.00	\$ 133,254.00	\$ 130,133.68	\$ 135,842.28					\$ 866,981.32
44161	COBRA INSURANCE PAYMENTS	\$ 40,000.00	\$ 1,809.00	\$ 4,204.17	\$ 4,590.00	\$ 7,065.24	\$ 7,904.67	\$ 459.00	\$ 1,800.00	\$ 4,899.44					\$ 32,731.52
44990	OTHER LOCAL REVENUES - LOA					\$ 10,000.00	\$ -	\$ -	\$ -	\$ -					\$ 10,000.00
	TOTAL	\$ 21,481,552.00	\$ 840,133.75	\$ 1,194,682.83	\$ 1,530,711.85	\$ 1,513,192.17	\$ 1,532,041.75	\$ 1,526,511.06	\$ 1,533,183.02	\$ 1,542,197.77					\$ 11,212,654.20

C.C. Object	Account Title	Explanation of Account Title
43101	SELF-INSURANCE PREMIUMS	Employee Only Medical Premiums and Employer for Employee Only Medical Premiums (\$25.00 and \$425.00 monthly; eff. 1/1/16 \$85 and \$425 monthly)
43102	OTHER EMPLOYEE BENEFITS	Employee Dependent Medical Premiums and Employer for Dependent Medical Premiums (\$150, \$100, \$125 and \$550 monthly; eff. 1/1/16 \$200, \$175, \$225 & \$550 monthly)
44110	INTEREST EARNED	Interest Earned
44160	RETIREES INSURANCE PMTS	Retiree Premiums
44161	COBRA INSURANCE PAYMENTS	Cobra Premiums
44990	OTHER LOCAL REVENUES - LOA	Received from CIGNA to assist with costs of transitioning to new vendor

C.C. Object	Account Title	Estimated Expenditures	Jul-15	Aug-15	Sep-15	Oct-15	Nov-15	Dec-15	Jan-16	Feb-16	Mar-16	Apr-16	May-16	Jun-16	Fiscal Year to Date
500207	EMPLOYEE INSURANCE - HEALTH	\$ 862,000.00	\$ 95,027.61	\$ 47,292.62	\$ 48,399.38	\$ 44,802.55	\$ 48,496.77	\$ -	\$ 46,453.31	\$ 46,425.25					\$ 376,897.49
500312	CONTRACTS W/PRIVATE AGCY	\$ 340,000.00	\$ 26,626.00	\$ 25,830.34	\$ 26,841.00	\$ 27,051.00	\$ 30,582.00	\$ 23,385.00	\$ 38,527.83	\$ 25,010.00					\$ 223,853.17
500325	FISCAL AGENT CHARGES	\$ 699,316.00	\$ 83,623.86	\$ 37,406.54	\$ 53,531.04	\$ 51,304.94	\$ 52,239.48	\$ 275,097.00	\$ 51,539.25	\$ 50,492.95					\$ 655,235.06
500507	MEDICAL CLAIMS	\$ 19,330,236.00	\$ 1,320,516.84	\$ 1,382,244.11	\$ 1,826,967.83	\$ 1,470,598.95	\$ 1,645,120.62	\$ 1,588,020.41	\$ 1,426,601.81	\$ 1,016,122.98					\$ 11,676,193.55
500530	FINES, ASSESSMENTS, AND PENALTIES	\$ 250,000.00	\$ -	\$ -	\$ 104.72	\$ -	\$ 41,758.50	\$ -	\$ -	\$ -					\$ 41,863.22
	TOTAL	\$ 21,481,552.00	\$ 1,525,794.31	\$ 1,492,773.61	\$ 1,955,843.97	\$ 1,593,757.44	\$ 1,818,197.37	\$ 1,886,502.41	\$ 1,563,122.20	\$ 1,138,051.18					\$ 12,974,042.49

C.C. Object	Account Title	Explanation of Account Titles
500207	EMPLOYEE INSURANCE - HEALTH	Stoploss Carrier Premiums
500312	CONTRACTS W/PRIVATE AGCY	ETMG Clinic and CONCERN EAP (BMH)
500325	FISCAL AGENT CHARGES	2015 - Humana Admin Fees and Open Enrollment System; 2016 - Allegiance Admin Fees
500507	MEDICAL CLAIMS	Medical Claims and Pharmacy Claims
500530	FINES, ASSESSMENTS, AND PENALTIES	ACA Fees and PCORI Fees (IRS)

Blount County
Employee Summary Report
Reporting Period: 07/01/15 thru 06/30/16

Membership

Month	Total	Members	Subscriber Coverage Types			
			EE Only	EE + SP	EE + CH	Family
07/31/2015	1,846	3,894	936	213	203	494
08/31/2015	1,847	3,886	943	211	201	492
09/30/2015	1,894	3,996	962	218	207	507
10/31/2015	1,895	4,010	958	220	209	508
11/30/2015	1,891	4,006	952	221	210	508
12/31/2015	1,887	3,993	954	219	206	508
01/31/2016	1,746	3,749	841	245	200	460
02/28/2016	1,751	3,770	839	245	203	464
03/31/2016						
04/30/2016						
05/31/2016						
06/30/2016						