

RUTHERFORD COUNTY BENEFITS & INSURANCE COMMITTEE  
OCTOBER 28, 2010 COURTHOUSE

MINUTES

MEMBERS PRESENT:

MICHAEL JONES  
MERRY HICKERSON  
PAULA BARNES  
ALLEN MCADOO  
JEFF SANDVIG  
JOYCE EALY  
WILL JORDAN  
BILL SELLERS  
GREG HALL  
REGINA HARVEY  
ELIZABETH CRACE  
DONNIE HESTER  
VIRGIL GAMMON

OTHERS PRESENT:

EVELYN ANDERSON  
SONYA STEPHENSON  
MELISSA STINSON  
PAUL HUFFMAN  
LISA NOLEN  
ERNIE CLEVINGER  
JEANNIE HERNDON  
DAN GOODE  
OTHER AUDIENCE MEMBERS

APPROVE MINUTES:

Merry Hickerson chaired the Committee in the absence of Mayor Burgess. A motion was made by Will Jordan to approve the minutes from August 26, 2010 meeting. The motion was seconded by Mr. Sellers and passed unanimously.

FINANCIALS:

August and September fund performance was reviewed by Mrs. Stinson, Insurance Director. The PEPM for medical/dental for August was \$765.18 compared to 820.25 for the same period during prior year. PEPM for medical/dental for September was \$584.80 compared to \$602.03 for same period during prior year. The average PEPM through September was \$648.84 compared to \$686.70 for prior year. When you combine the plan performance with the CareHere results, through August, the total PEPM plan cost was \$783.17 compared to \$867.16 for prior year. For September, the PEPM plan cost was \$615.96 compared to \$631.94 for prior year. Through September, YTD averages were \$673.14 compared to the year-end average of \$718.92 for prior year. The plan is trending at -6.4% below prior year.

W.C./OJI STATS:

Dan Goode, Safety Coordinator reviewed the public safety committee OSHA report for August and September. August had 21 accidents making a total of 133 YTD. The OSHA log summary has 89 total recordable accidents. The County had 12 accidents, total incurred \$11,400; the Board of Education had 9 claims with a total incurred of \$9,550.00.

In September, there was 19 accidents; 153 YTD. OSHA log summary has 101 total recordable claims. The BOE had 16 claims with \$16,600 incurred while the County General had 3 claims with \$2,200 incurred in claims.

Mr. Goode compared the worker's comp and OJI program. There are 23 open worker's comp claims with \$897,953.72 in reserves. Eleven of the claims are still open for medical only. The OJI program has 63 open claims that date back to September 1, 2009 to present. There is \$78,523.58 in reserves for these claims.

WELLNESS UPDATE:

Dan Goode updated the Committee in the absence of Kellie Perrien, Wellness Coordinator. The Walking for Wii exercise program ended on September 7<sup>th</sup> and had 2 winners, Dan Goode and Renee Burns. A financial wellness "Retirement" seminar was given by Ted Batey, with 23 in attendance; and a lunch and learn "Taking Sleep Seriously" with 12 participants. A variety of webinar's are offered in November along with a contest to rename the wellness program. A couponing workshop will be held at the school board on November 4<sup>th</sup>, and a heart walk on November 7<sup>th</sup>. Several webinars are also offered in November. Please find program date and times on the HR intranet calendar for County General employees and through James Evans and Heather Corban for BOE employees.

Mrs. Stinson added that the Coupon class has reached full capacity and has closed. Another class will be offered in the near future.

SUBCOMMITTEE REVIEW OF GASB RECOMMENDATION:

A recommendation from Mr. Sandvig to review the proposed GASB postemployment benefits was approved by the Insurance Committee. The subcommittee met on August 30, 2010 to review the proposal of allowing those employees in the 10-20 year group who do not meet the retirement criteria to pay 100% of the insurance premium as a means of retaining their post retirement benefits. There was no support, other than Mr. Sandvig, to send the proposal to the full committee for consideration. Mrs. Stinson stated it

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was decided to not move forward with this review. There was much concern about the proposal of different amounts being paid by employees when the County had worked so hard to prevent premium differences among employee classifications.

RECOMMENDATION FOR ON-SITE CLINICS TO GO TO BID:

Mrs. Stinson said the RFP for all proposals are on a 3 year cycle and 2011 is the 3<sup>rd</sup> year. She asked for a recommendation to put the on-site clinics out to bid, with an effective date of September 1, 2011. The RFP would be released in February 2011, with a decision in May.

A motion was made by Edwin McKnight to allow the RFP for on-site clinics. The motion was seconded by Greg Hall and passed unanimously. The motion will be forwarded to the next Budget Committee meeting.

OPEN ENROLLMENT:

Mrs. Stinson said open enrollment would end the next day. The Insurance Department would open early at 7 a.m. to help assist the 1600 who have not done their open enrollment. The system would shut down promptly at noon.

OTHER BUSINESS:

Virgil Gammon asked if a grace period is available for employees who did not complete open enrollment. Mrs. Stinson stated the Insurance Department has held 8 enrollment meetings, worked 2 days at the Sheriff's Department, and has expanded hours in an effort to make information available. She would later address new hires to see if there is a better way to communicate enrollment requirements.

Mrs. Hickerson added that no one loses insurance coverage if they did not complete their online open enrollment; they may default to another option.

ADJOURNMENT:

The meeting was adjourned at 1:20 p.m.

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Merry Hickerson, Co-Chairman  
Rutherford County Benefits & Insurance Committee