

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of September 1, 2021

Meeting Summary

Karen welcomed everyone and called this meeting of the Benefit Committee to order.

First item discussed was the request to approve the minutes for 06/02/21.

Jeffrey Maddocks made a motion to approve the minutes. The motion was seconded by Michael Smith and approved with the provision to remove Nellie Hill from the members attended list.

Sick Bank

Karen will email the report to everyone. She shared her screen to show the current report and went over the current information. FOP was not updated as their information as not changed.

EFP Worksite Benefits Update

On January 27, 2021 NCC met with EFP to review the open enrollment process and the results of the employee participation in either electing or waiving a worksite supplemental insurance plan. Karen shared an overview of what happened during that meeting and the statistics of the number of employees who participated. The past 3 months the HR has sent New Hire information to EFP before NEO and during orientation have the new hires contact EFP to either make their elections or to schedule an appointment to discuss worksite benefit options. Before these changes were instituted there was a 20%-30% turnaround. Since these changes have been made, there is currently a 100% participation rate. The employees are either electing these plans or they are waiving their option at this time.

HealthCheck360 Review

Greg Heller and Lauren Kasanders from HealthCheck360 provided a presentation to the committee outlining the program and the current stats regarding employee participation. He provided data overall and also separated participation by each union. IS will provide a report to HealthCheck360 regarding union and eligibility. Reports can also be broken down by health plan and participation.

Jeffery Maddocks inquired if the numbers in the report reflect the PPO plan participants only? The answer was yes, and he also asked when will the remainder of the members have to participate in the wellness program. Karen and Dr. Jenkins confirmed that right now it is only PPO participants, and will have to review the union contracts and discuss with the unions as to updates to the program.

Saul Polish asked about the members enrolled in the plan and eligible members for the plan. Currently 196 out of 1600 are participating. Greg replied that since they have not received any information on those who have not participated it is hard to compare numbers. The numbers are based on who have participated.

Kevin Maloney had a question about the Physician Authorization form; how can the member submit the form to Healthcheck360? Greg replied that the doctor's office could fax or email it to them. The member themselves can also fax or electronically submit the form into HealthCheck360.

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Jeffrey Maddocks inquired about the physicals completed by Pivot for Police and Paramedics. If it is done while they are at Pivot, they told the employee they would turn it into HealthCheck360 for them. However, some are still not showing credit for completing the physical. Karen confirmed that she is working with Pivot and all information should be updated by the end of September.

Saul Polish asked what is the timeline the unions have to report someone not showing up on the list to notify Karen about the individual? Karen replied she is working with Pivot and Stephanie Tickle to ensure all are correctly credited for their physical.

If the physical was completed October 1, 2020 – December 31, 2020; Karen is submitting to HealthCheck360 the report she received from Pivot. After January 1, 2021 the employee takes the form to Pivot for them to complete.

Saul Polish inquired is the employee did not bring the form when they went to their physical what options are available? Karen replied that Pivot does have extra forms in house they can use and she asked Saul to let he know if anyone did not get a form.

John Spence had a question about 459 employees who go to Pivot regarding their vision and hearing tests. Karen confirmed this would not qualify for the physician form, but it could be used as points regarding wellness exams. Karen will contact Pivot to get a list regarding who has completed a vision or eye exam.

USI Presentation Core Health Report

Zack Papalia, Mischelle Lindsey, and Tracie Scholar from USI presented a report regarding core health benefits. The report disclosed how preventive measures can impact an individual's health and affect the health costs for employees. The effectiveness of a wellness program and why preventive measures are so important to both your waistline and the bottom line.

30% of the employees are involved with a PCP leaving 70% who are not. Out of this 70% the individuals maybe healthy but more likely to have a lifestyle illness that they are not aware of that can lead to more serious health conditions over time.

Key of prevention = Better Care/More Timely Care/Less Costly Care

According to the report Emergency Room Visits were on the rise both active and retired participants. Out of these visits 38% were preventable, 52% were treated for conditions that could be handled by a PCP and 11% were avoidable. Muscular/Skeleton conditions and Cardiovascular are the top two conditions driving admissions to the emergency room.

Saul Polish asked that regarding the ones that could be preventable was it relatable or if found something else while in the emergency room? Zack replied that the resulting condition is something that could have been treated by a PCP. 40% of the emergency use could have been dealt with somewhere else then through the Hospital Emergency Room.

LaTonya Frieson Jones inquired if the number comparing employees and retirees can also be compared to the industry standard? Zack replied that yes USI can follow-up with the numbers.

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Kevin Maloney asked how the emergency room visits compared with urgent care? Mischelle replied that it is too soon to tell right now. In 2022 can provide more information. The data from the report is from 2018 to May 2021.

Nellie Hill asked if USI polled people asking them why they are using the ER? Mischelle said that that data was not available the ER does not record as to why the person came to the ER versus another venue.

Mischelle presented the Underwriting and Analytics Renewal overview meeting between USI, HR, and Finance. Currently NCC is running approximately 15% above projected costs. Annualized projections for 2022 are approximately 21%. Large claimants are driving factor for the 2022 increase. Earlier members can get engaged with their physicians the better the outcome for all those involved. Medicare plans are coming in for an increase for 2022.

LaTonya Frieson Jones asked if the presentation can be emailed to the committee members along with the 2020 costs? Mischelle said yes they could provide that information.

Prescription RFP Bid for 2021

Cliff Crawford reported that all the unions who have responded have approved the contract to continue with Express Scripts.

Nicole Racine asked how many people allowed to vote? Cliff replied that two of the unions were disqualified due to not receiving their information in time. Cliff confirmed that there were enough votes received to allow the County to move forward and reward the vendor.

Kevin Maloney mad a motion to recommend to the Executive Office that Express Scripts be awarded the RX vendor. The motion was seconded by Jeffrey Maddocks and approved.

Karen will contact the Executive Office regarding the RX Bid recommendation.

2021 NCC Health Fair and Open Enrollment

Karen informed the committee that the Health Fair would be on September 15th for Retirees and September 22nd for Employees. Due to COVID trying to confirm if the events will happen inside or outside. There are a growing number of vendors who responded not coming due to their policies regarding COVID.

During the health fair on the 15th there will be flu shots available and in October there will be opportunities for employees to get their flu shot at either at the Government Center, Conner Bldg., City County Bldg. and Public Safety Bldg. Notices will be sent to all employees regarding dates and times.

2022 Open Enrollment will be October 18th to October 31st. Notices will be sent to all employees and HR is asking employees to register before the dates if they want to come to a certain session. HR is currently working with our health vendors to see if they can attend these sessions as well.

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On August 13, 2021 a mailing went out to retirees regarding the Health Fair and the upcoming Open Enrollment sessions.

This year all employees are required to update their beneficiary information. Nicole Racine asked what does it mean they will have to update their information? Karen replied due to moving the MUNIS system they are requesting the information to be updated. Also, some employees do not have their beneficiary information in the system because it has been so long since they last updated their information.

Kevin Maloney asked if the beneficiary updates can be done now or during Open Enrollment. Karen confirmed that the online verification would not be available till Open Enrollment.

Saul Polish made a motion to adjourn the meeting at 10:56 am. The motion was seconded Jeffrey Maddocks and approved.