

NEW CASTLE COUNTY GOVERNMENT BENEFIT COMMITTEE MEETING

MINUTES of December 1, 2021

The meeting of the NCC Benefits Committee was held on December 01, 2021 via a Zoom Video Conference Call as well as in-person in the Manager’s Conference Room.

The meeting was called to order at 8:35 am

<p><u>COMMITTEE MEMBERS PRESENT:</u> Karen Brown, Chairperson Jacqueline Jenkins, CHRO Michael Smith, CFO Nellie Hill, Non-Union Member LaTonya Frieson-Jones, Local #1607 Trina Lockard, Local #1607 (Alt) Rich Piekarski, Jr., Local #3109 Chris Marvel, Local #459 John Spence, Local #459 (Alt) Brian Bradford, Local 3911 Kevin Maloney, FOP Lodge #5 Nicole Racine, Local #3109 (Alt) Jeffrey Maddocks, Sheriff’s</p> <p><u>STAFF PRESENT:</u> Mengting Chen, Assistant County Attorney II Vicki Workinger, Human Resources Assistant</p>	<p><u>COMMITTEE MEMBERS ABSENT:</u> Vincent Garlick, Non-Union Member Jonathan Yard, FOP Lodge #5 (Alt) Saul Polish, Local 3911</p> <p><u>OTHERS PRESENT:</u> Laura Hay Teresa Baldwin Vicki Ford Patrice Henry Tonya Adkins Chris Shetzler Melinda Bennett Yvonne Howard</p> <p><u>INVITED GUESTS:</u> Mischelle Lindsey – USI Traci Scholar – USI Zack Papalia - USI Lauren Kasanders – HealthCheck360 Greg Heller – HealthCheck360 Reagan Pudlo – HealthCheck360 Gabriella Muller – Health Advocate</p>
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Agenda Item	Discussion	Action
Old Business	Approval of 09/01/21 Meeting Minutes	<ul style="list-style-type: none"> • Minutes reviewed and approved.
New Business	<ul style="list-style-type: none"> • Sick Bank Report • USI Presentation • Core Health Report • HealthCheck360 Update • Medical and RX RFP for 2021 • Open Enrollment Update 	<ul style="list-style-type: none"> • Karen reviewed the current stats regarding Sick Bank • USI reviewed the presentation that was presented at the last meeting and provided follow-up information • Greg Heller and Lauren Kasanders provided a report regarding the progress and importance of the wellness program • Karen informed committee about upcoming bid being placed for NCC health and prescription plans • Karen provided committee with feedback regarding 2022 Open Enrollment Period
Round Table Discussion	Final notes...	<ul style="list-style-type: none"> • Adjournment of meeting

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Meeting Summary

Karen welcomed everyone and called this meeting of the Benefit Committee to order. She introduced Human Resources' new addition to the Benefit's department, Patrice Henry.

First item discussed was the request to approve the minutes for 09/01/21.

Jeffrey Maddocks made a motion to approve the minutes. The motion was seconded by Michael Smith and approved.

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.

John Spence inquired if possible, to receive a copy of the report. Karen confirmed it was possible to provide a copy of the report to the committee

USI Presentation Core Health Report

At the last meeting, 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.

USI provided additional information that was requested the last meeting and answered additional questions about the statistics provided.

LaTonya Frieson-Jones asked about rates being calculated. What exactly goes into the calculation beside claims experience? Mischelle from USI responded the Admin Fees for Highmark and Aetna, the stop loss and of course the actual claims. Claims are not going down these have gone steadily up.

The Admin Fees have not increased in the past four years. Even though the number of claims decreased the past year, there were some large claims that caused the 29.4% increase.

LaTonya inquired if the County received a penalty for not renewing the health contract with Highmark and Aetna last year? Mischelle confirmed that no, the County was not.

LaTonya asked about the process of how the rates are selected for each year. Michelle confirmed the past four years USI gave projections to NCC and Finance and the Executive Office decides which option to approve. Mischelle deferred to Michael Smith on the NCC budget for FY2022.

Michael Smith provided additional information. Using Fiscal Year 2022 projections based on calendar year. To use the data collected through August to determine rates for the next year. Finance is trying to budget out for Fiscal Year not Calendar Year. Looking at the numbers, it looks like the healthcare costs will exceed budget.

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Melinda Bennett asked how the wellness program encouraging employees to take advantage of preventive measures was impacting rates or next year? Mischelle replied there was some impact, but a lot of physicals are done at Pivot which does not affect the health insurance. Affects are minimal at this time.

Dr. Jenkins inquired what are the long-term benefits concerning the wellness program as it relates to high claims. Zach with USI replied that the goal of the wellness program is early detection and prevention. By encouraging people to see their doctor can make a difference with the numbers of lifestyle diseases. In future years will start to see a difference in the numbers.

LaTonya asked that since the program is only affecting those in the PPO plan, how does it impact the whole County? Mischelle replied that this provision was union negotiated. Dr. Jenkins would like the program to expand to the other plans as well. The PPO has the largest enrollment, this is why the PPO was chosen to get the program started. She urged the union reps to spread the word and encourage them to expand the wellness program to cover the other health programs as well.

Zach informed the committee that preventive care is low cost, but these procedures can cut the big cost of emergency room visits, treatments for diabetes, heart disease, and cancer. In 5-10 years can see a significant difference with physician engagement.

Brian Bradford supplied that the unions were told the wellness program would decrease rates in the short term not looking at the long term. Tracey with USI, stated that is why it is important to reach all the health plans not just one. USI would love to have the entire population involved in the program. Right now, it is only affecting a part of the population. USI will assist HR and NCC to help provide materials to educate employees when you go into Union negotiations to get all plans included in the Wellness Program.

Nicole Racine stated that that the wellness program is a Health Benefit not a cost savings. Tracey replied, it will happen that employees will see a reduced cost in approximately 3 years. Taking care of the day-to-day treatments help to avoid catastrophic events to occur. It is not meant to be a hop in and hop out program. It is designed for employees to constantly participate to get and maintain the benefit of the plan.

Dr. Jenkins – Most of the catastrophic events could be preventable. 75% of emergency room visits could be treated by a doctor does not have to go to the ER. The wellness program is designed to get employees to see and develop a relationship with their doctor to treat symptoms before they become catastrophic.

Lauren from Healthcheck360 reminded the committee to take a look at the positives of the program not just the negatives.

Brian Bradford – Since this plan is only associated with the PPO and the employees who elected the other plans are not affected financially premium wise, it seems that those who have the PPO are being penalized. Karen replied that the it is only attached to one plan due to the union resistance received. Therefore, since the PPO plan has the largest enrollment, that is the plan that we started with.

Kevin Maloney stated that HR and the unions need to work together to educate employees and during negotiations to update the program to include the other health plans.

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Chris Shetzler inquired about how the projected and annualized costs are calculated. Michelle replied that they use the claims that the County has accrued. To project out by using trend and the large claims in place as well as any claims that are ongoing with treatment. Information is received from the carriers containing non-identifying information to further identify the projection for the following year. Currently there are four individuals who are accruing 2.5 million dollars in claims. The claims are the biggest identifier when calculating projected costs.

Nicole Racine inquired why the EPO and PPO rates are so close? Michelle replied the claims are similar for these two plans. These two plans are very similar regarding coverage and co-pays the value of the two plans are not that different.

Christopher Shetzler asked how NCC FY2021 were budgeted FY2022. For FY21 the County budgeted \$26.4 million for healthcare. How did the County's share change to less than 1% in the budget but the employees' share is 35% in calculating the County's budget? Michael Smith replied that the numbers that Chris received from Vanessa were not inclusive of the data that was asked for. The numbers have been verified and reviewed and verified by the Executive Office and County Council. When they complete the budget they do try to project ahead regarding costs for the whole calendar year. He is willing to share what numbers were used in the budget and answer questions the unions may have regarding how the budget was established. Can work with any interested union to set up this meeting.

Karen informed the committee that HealthCheck360 has a hard stop at 10:30 am and asked the committee if they wanted to continue this discussion now or allow HealthCheck360 to give their presentation? John Spence replied he was okay with them moving on as long as they were given the chance to continue this discussion later.

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.

Kevin Maloney asked how the non-smoker credit could be applied? Greg confirmed that when the doctor completes the physician form, they check the box indicating non-smoker. Credit is applied the last Friday of the month.

Brian Bradford asked if it was possible to get the numbers by union? Greg will follow-up with Karen to get the numbers.

Kevin Maloney asked how frequently does the app get updated and the credits approved for preventative procedures? Greg confirmed that NCC reviews the documents manually to ensure everything is in order. NCC monitors the LSR in the system weekly to review submissions.

Kevin also inquired if employees can view previous year's information or just the current year? Greg confirmed that HR can reach out to Greg and he can pull information.

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Chris Marvel asked what kind of cost savings we could reach if we have a significant participation in the program. Lauren with Healthcheck360 answered that success depends on the incentive offered with the program. Goal is to increase participation as time goes by. When individuals are engaged with their doctor it does help reduce claims down the road. The third year is when the County will begin to see claims going down.

USI Presentation Core Health Report Discussion Continued

John Spence wanted to confirm the employee contribution to the health costs. Is it based on 26.4 or 32 million increases in expenses? Do employee groups contribute 5 million, is that correct? Michael Smith confirmed that 4.8 is the correct number for calendar year 2020 (32 million total healthcare costs). John replied he needed to see real numbers to explain what numbers were used and how they were applied. Michael said he can share that information with the unions. He is willing to set up a meeting to discuss this further. John expressed interest in setting up the meeting.

Nicole Racine recommended that a chart to be created that would display costs and budget that could help educate employees regarding change in cost.

John Spence inquired that when USI proposes an increase does Finance take a look at the numbers or just go by what USI recommends? Michael Smith replied that Finance trusts HR who has a deeper relationship with USI. They do take a look at the numbers, but they trust USI. They do ask questions and if everything looks in order will go with recommendation.

Karen mentioned that Health Advocate had a hard stop at 10 am and will not be able to present at today's meeting. They will be able to provide their presentation at the next meeting.

Prescription RFP Bid for 2021

Karen informed the committee that the plans open for bid in 2022 are the Medical, Dental, and Post Age 65 Retirees. Clifford Crawford will put together a calendar to send to everyone regarding the process for these bids. In March's committee meeting will provide more information regarding these bid openings.

Comprehensive 80 and Co-op 80

These two plans are very similar, and the only main difference is that the Co-op 80 has a 10 co-pay for in-patient hospital stay, maternity inpatient, and mental health inpatient for first 7 days. There are currently 5 retirees enrolled in the Co-op 80 and 40 enrolled in the Comp 80. In the union contracts it mentions Co-op 80 as the president that is used for calculating costs for employee and retiree. Karen asked the unions to update their contracts to take out Co-op 80 and replace it with Comp 80.

Lunch and Learns

Lunch and Learns will be held the third Wednesday of each month. They are held at noon and are via Zoom. Karen shared the topic schedule for the year with the committee.

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John Spence asked what happens if someone cannot make the live showing of the training? Karen replied that the presentations can be available online to view on demand if cannot make it during live. Dr. Jenkins said that HR will review the situation and see what can be done for the employees.

Karen also informed the committee that in 2022 the webinars that are available via Healthcheck360 can also count towards earning points for your wellness program. Participating in 6 lessons whether it is the lunch and learns or a Healthcheck360 webinar will earn the employee 100 points.

2021 NCC Health Fair and Open Enrollment

Karen informed the committee that the files from the 2022 Open Enrollment have been sent to the carriers for them to process the information. UNUM will send a file to NCC with any new additions or changes that can be uploaded into PeopleSoft.

Karen and Steve Weidner will run tests to ensure the information is correct and items are processed correctly.

Kevin Maloney asked that if the employees who will be charged at 13% of the premium be notified before January 1, 2022? Karen confirmed yes communication will be sent to all that are affected.

John Spence made a motion to adjourn the meeting at 11:04 am. The motion was seconded by Kevin Maloney and approved.