

Employee Benefits Insurance Advisory Committee Meeting

April 27, 2023

2:00 p.m.

Attendees: Ryan Barrack, Cecilia Burke, Christopher Davis, Ron Forknall, Peter Fusscas, Kika Golan, Jill Hayes, Karen Hirschmiller, Tom Jenkins, Maria Mair, Carol Mascellino, Gregory Pelham, Janette Roig, Andrienne Schmadeke, Jerry Visco, Brett Carman, Chrissy Culp, Lynne Grissinger, Darcie McGee, Bone Urbano, Jan Bush, Gena Liccini, Melissa Powers, Tina Synder, Roxanne Van Camp.

Handouts were distributed as attendees upon arrival.

Jerry Visco opened the meeting at 2:03 p.m. by welcoming everyone. With new members present, Mr. Visco asked for everyone in attendance to introduce themselves and to indicate if they had voting rights.

Mr. Visco indicated that the reason for the meeting was for information purposes only to talk about financial situation, trends, etc.

Slide 1 - Demographics - Group Health Comparisons

Open enrollment by year as of January 2022 and as of January 2023. Significant drop in dependents for 2023.

Slide 2 - Overview of Group Health Plans

Breakdown of various plans. Cigna and UMR both down significantly.

Slide 3 - Summary of Cash Activity - Revenue

Totals \$54,143,263 Expense Totals

\$63,508,416 (Over) Under Spent

(\$9,365,153)

Slides 4 & 5 - Revenues and Expenses

Mr. Visco spoke about pharmacy and medical claims expenses totaling \$57,000,000 in 2022. He reminded the committee of previous comparisons between fully-insured and self-insured program options and that no insurer would provide premiums that would not cover these expenses before adding in administrative costs and profit. He further stated that being self insured would be best for BCBOCC:

Slide 6 - Executive Summary - Actuary Report for 2022

Jan Bush presented this report and fielded any questions. Mr. Visco indicated that a new post COVID baseline would be 2022 or 2023.

The Operating Projections for the Self-Insured Health Benefit Plan for the next 2 years, assumptions are not locked in, 4.6% medical inflation and 8% premium increases for employers are projections only.

Mr. Visco continued with Open Enrollment information regarding premiums for single and family coverage.

Mr. Visco introduced Section 1 Executive Summary for the GASS 75 Actuary analysis of post-retirement health plan cost projections from Newport Actuary Services. Topic III Total OPES (Other Post Employee Benefits) Liabilities (TOL) were explained. Mr. Visco identified the individual employer groups OPES Liability found in Section 5 - Fiscal 2022 Disclosures by Division. He continued with the breakdown of the summary.

The next 3 slides were from RobinsonBush Consulting on Trend Analysis. Membership declines and claims increase.

The Paid Claims experience for Policy Year 2023 as of March 31, 2023, detailed claims activity for the month of March as well as Calendar Year-to-Date through March. Looking at the Month of March section, Jerry indicated we are \$800,000 to the good and in revenues we are just under \$5.4 million. He went on to discuss comparing quarters from 2022 and 2023 followed by percentage of change.

The next slide is the Health Plan Revenue for the first quarter of 2023. This is a breakdown for all our different groups within the county.

The following slide was the detailed breakdown of BOCC Self-Insured Health Plan Expense Calendar Year 2023, only the first quarter of 2023. This includes the UMR/Health First plans, claims, fees, pharmacy, Medicare plans, other expenses, and administrative expenses.

The last pages in the packet consisted of recommendations. Jan brought up the Healthy Baby Program, as well as the Surgery Plus Program. Also, she indicated we needed more ways to generate more revenue, ways to cut expenses or possibly both.

Meeting adjourned 3:07p.m.