

## Employee Benefits Insurance Advisory Committee Meeting

April 30, 2024

9 A.M.

Attendees: Ryan Barrack, Cecilia Burke, Carol Richardson, Ron Forknall, Kika Golan, Jill Hayes, Karen Hirschmiller, Maria Mair, Carol Mascellino, Gregory Pelham, Janette Gianella, Adrienne Schmadeke, Melissa Powers, Brett Carmen, Lisa Gillis, Lynne Grissinger, Amanda Elmore, Ruth Rowe, Bonnie Urbano, Roxanne Van Camp, Jan Bush, Gina Liccini, Chad Horne, Rebecca Acosta, MaryAnna Draper, Matt Stinnett

Public

Attendees: None

Melissa Powers brought the meeting to order by thanking all in attendance. Powers indicated the nature for the meeting was to go forward by looking at proposed ideas and make decisions.

Powers turned the time over to Jan Bush and Gina Liccini for Health Plan Projections, 2025 Proposed Changes and for future planning.

Slides 3 and 4 – Group Health Plan Financial Summary

Bush summarized that our expenses are more than our revenues. Calendar Year 2024, the County is at a projected loss of \$4,600,000.00. Bush further stated that the County is slowing dropping the Estimated Ending Reserve Balance of \$13,400,000.00 by Calendar Year 2025. Further discussion generated a topic the changes need to be made or generate more revenue.

Slide 5 – 2025 Proposed Changes

Bush read over the proposed changes as each proposed changes will be discussed on the following slides. Bush did bring up a proposed change regarding the working spouse surcharge, to increase it by \$100.00 per month.

Slide 6 – Sunset HR

Liccini talked about those employees with Grandfathered Current HRA balances verses the New Health Improvement Account. Liccini proposed eliminating the debit card and for manual claims. This brought up discussions from those in attendance about the turnaround time for claims to be paid, also the fact that some employees might not have enough money to pay for medical if they did not have the debit card. Bush indicated that uploading the receipts through the TASC app is generally quick. Also, the fact that some employees are limited on technology and might need assistance with uploading their receipts on the TASC app. Powers indicated that the Benefits Team in HR could assist employees if needed. More discussion was brought up how would employees be reimbursed: either with a check or a debit card? Bush indicated those were valid concerns and good points. Bush further stated that employees need to keep all receipts in the event they are randomly selected to submit a qualified expense to Medcom, as she indicated the need to further educate the employees.

Liccini proposed raising the working spouse to \$200.00 a month and raising the Overage Dependents to \$200.00, as this effects a minimal number of employees. Powers indicated that the working spouse has coverage elsewhere, but they are electing to have coverage here.

Ron Forknall brought up discussion about the employee FSA contribution. Powers stated that the employer can continue to contribute to the HIA (Health Improvement Account) and the employee can contribute to the FSA. Medcom could administer those funds using the FSA funds first, then the HIA funds, using one card. The proposed amount of the employee contribution would be \$500.00 individual and \$1000.00 for an employee and dependent(s).

HRA Summary as of April 2024 handout shows 2023 Balance Thresholds with the employee counts and their credits. Bush indicated that if spouse has a job with an HSA (Health Savings Account) compatible plan, then they cannot be on our plan.

Powers wanted to know if there was a motion on the floor to move forward to adopt the new HIA program with employer contributions remaining the same \$500/\$1000. Forknall made a motion to adopt the new HIA program as discussed and keeping the TASC balances through 2027, Greg Pelham seconded the motion, all in favor, no objections.

Slide 7 – Plan Design – Medical Deductibles

Slide 8 – Out of Pocket Maximums

Slide 9 – Pharmacy Copays

Slide 10 – Monthly Premiums

Slide 11 – Multi-Year Plan: 2024-2027

Liccini proposed for 2024 to conduct enrollment system RFP (Request for Proposal), continue to use CBIZ for 2025 Open Enrollment, perform a Pharmacy Claims Audit, increase Board contributions, Sunset HRA as of 12/31/2024 (can spend down); new contributions via HIA.

Liccini proposed for 2025 plan design changes & EE premium increase effective 1/1/2025, soft implementation of new enrollment system for new hires and QLE's (Qualified Life Events), full transition to new enrollment system for 2026 Open Enrollment, and conduct PBM RFP in 2025 and 2026. Liccini continued with a proposal for 2026 to reduce the number of plan options to 2 plans and set new contribution rates effective 1/1/2026 and conduct a dependent eligibility audit. Liccini concluded with a 2027 proposal for the HRA to end 12/31/2027.

Liccini proposed raising the single and family annual deductibles this includes EPO, PPO, & PPO Preferred. This also includes the Out-of-Pocket Maximums including Pharmacy as well. With that a flat rate for pharmacy copays, thus eliminating coinsurance and a savings of \$3,200,000.00. Also, implementing the Cigna Pathwell Medical Specialty Program Plan would save \$57,000.00.

Powers asked if there was any discussion about the Plan Design to increase medical deductible, increase out-of-pocket maximums and flat pharmacy co-pays. Pelham made a motion to adopt, seconded by Karen Hirschmiller. Barrack opposed, nay, to this increase. Powers indicated that this would include Pharmacy co-pays as well.

Bush reminded the committee that if the prescription is a generic drug costing below the amount, example: \$4.00 for a prescription, then the \$4.00 is what the employee will be

charged. Bush also stated, some drug manufacturers have coupons to go online and compare costs, etc.

It was brought up that the County has done everything they have done over the years not to raise employee premiums. Pelham stated that it could get much worse in the future as healthcare coverages could be less to choose from as wellness programs. Pelham went on to say, in the future we will be discussing 10%-12% increases and that included employee and employer increases, as the County would not have a say so in the increase. Hirschmiller made a motion to adopt the 8% increase in healthcare premiums, seconded by Adrienne Schmadeke, all in favor, Barrack opposed.

Powers asked if there was a motion to increase surcharges for Working Spouses to \$200.00 monthly and Overage Dependents to \$200.00 monthly. Schmadeke made the motion to adopt the increase, Hirschmiller seconded the motion, all in favor, unanimously adopted.

The Committee agreed to table implementing Cigna Pathway Medical Specialty Program, as there needs to be more information before moving forward.

Bush indicated they would like to perform a pharmacy claims audit.

Powers stated she will take all the information to the County Manager, Frank Abbate, as he will take recommendations to the Board of County Commissioners.

Before the meeting adjourned, Powers asked EBIAC if they would like to set up a subcommittee to participate in the benefits administration RFP process. The following members indicated they would be willing to participate:

Karen Hirschmiller  
Ron Forknall  
Greg Pelham  
Cecilia Burke  
Marie Mair

Meeting adjourned at 10:19 A.M.