

**Insurance Meeting**  
**September 29, 2020**  
**Minutes –FINAL Copy**

Present: Nick Verhoff, Danny Kissell, Nick Langhals, Karl Lammers, Greg Williamson, Kerry Johnson, Don Horstman, Scott Mangas, Todd Schmutz, Dr. Jan Osborn, Mike Boaz, and Kris Gerken, Huntington Insurance.  
Public Attendance: Dee Groman, OEA Labor Relations Consultant

The meeting was called to order by Dr. Osborn at 1:05 PM

**Approval of Agenda**

Mr. Johnson moved and Mr. Langhals seconded to approve the agenda as presented. All voted yes. Motion passed.

**Approval of Minutes**

Mr. Mangas moved and Mr. Williamson seconded to accept the minutes of the 8-25-2020 meeting as presented. All voted yes. Motion passed.

**Motion to Pay Monthly Bills**

|                      |                               |            |
|----------------------|-------------------------------|------------|
| Verhoff & Company    | June Fee                      | \$1,108.75 |
|                      | July Fee                      | \$577.50   |
|                      | August Fee                    | \$577.50   |
| Huntington Insurance | October                       | \$6,500.00 |
|                      | Lima Memorial – Bus Physicals | \$5,960.00 |
| Auditor of State     |                               | \$295.20   |

Mr. Schmutz moved and Mr. Langhals seconded to pay bills as presented. All voted yes. Motion passed.

**Financial Report**

Reports were reviewed as follows: Investment report prepared by Mike Siebeneck of the ESC, Profit/Loss Statement prepared by Verhoff; and Huntington report by Mr. Gerken.

Mr. Gerken reported August 2020 had medical gain of \$105,995 and dental loss of \$8,883. Claim payments are up 21.29% or \$1,040,516.03 over last year. The reserve balance as of 8/31/2020 is \$7,706,588.00.

- Cost per plan is \$1,524 PEPM for the PPO and \$1254 PEPM for the HDHP.
- Claim Distribution: Employees – 36%, Spouses-38% and Dependents 26%.
- There are 7 claimants over \$100,000 and 22 over \$50,000 for a net cost of \$2,261,388. The same time period last year there were 5 over \$100,000 and 14 over \$50,000 for a net cost of \$1,297,723.
- Prescription spending is on pace to be \$2,500,674 compared to \$2,647,533 in 2019.
- Medical, Prescription, and Dental claims are 91% of all expenses.
- Reviewed the 5 year PEPM cost.

Mr. Horstman moved and Mr. Boaz seconded to accept the financial report. All voted yes. Motion passed.

**Admin Fees and Stop Loss Renewal**

Mr. Gerken distributed handouts and reviewed the PCSIG Renewal. Huntington recommended to keep plan benefits the same. The only change would be the required ACA Maximum Out of Pocket increase. The Admin fee is increasing from \$41.14 to \$41.96 and \$25,000 Wellness Fund will continue. Pharmacy Admin Fee are up slightly but Huntington negotiated a 47% increase in rebates. The Dental Fee will increase from \$3.45 to \$3.52.

On Stop Loss Marketing, Mr. Gerken requested quotes from 19 carriers. He received 7 declines, 6 uncompetitive quotes and some of which wanted to wait on September data. He received a quote from Berkley he recommended reviewing along with our current stop loss provider. Mr. Gerken reviewed and answered questions. A group discussion on the options resulted in a vote.

Mr. Mangas moved and Mr. Kissell seconded to accept the renewal option for stop loss carrier with Berkley Medical Mutual of Ohio option 5a. All voted yes. Motion passed.

### **Medical and Dental Fee Rate**

Mr. Gerken distributed a handout reviewing the current reserve balance and the projected surplus for 2021. He reviewed the past history of rate increases and recommended a 2% rate increase. A discussion followed which resulted in a vote on the rate increase.

Mr. Horstman moved and Mr. Verhoff seconded a 2% medical rate increase for 2021. All voted yes. Motion passed.

Mr. Gerken reviewed the Dental Renewal plan. There is no significant change at this time and he recommended no dental rate increase.

Mr. Johnson moved and Mr. Kissell seconded for a 0% increase on the dental plan. All voted yes. Motion passed.

### **Employee Meetings for Open Enrollment**

Mr. Gerken offered to hold Open Enrollment meetings either in person or virtual. Please contact Kris, Ally, or Amanda if your district is interested.

### **Wellness Fund**

Mr. Gerken discussed the leftover Wellness Funds since there were no health fairs this year. Flu shots will be covered out of these funds but will not utilize the entire fund. We can discuss other options at a later meeting. Mr. Gerken distributed a handout of acceptable covered expenses.

Dr. Osborn and Ann Niese have been working with Okuley's Pharmacy on the flu shots. They have had several conversations and emails in the initial process of quotes and scheduling. Due to high demand and the recent hurricanes only three schools received their vaccines before shipments were delayed. Dr. Osborn and Ann have worked with Okuley's Pharmacy in developing another schedule due to the shipping delay.

### **Dependent Audit**

Mr. Gerken reported the dependent audit is complete. Overall everyone was up to date with dependents on their plans. There were three dependents removed from the dental plan.

### **Compliance**

Ms. Druckemiller and Ms. Smith have assisted the treasurers in completing the Medicare Part D notifications to employees.

The next meeting will be on October 27<sup>th</sup> at 1:00pm.

### **Adjourn**

There being no further business to discuss Mr. Mangas moved and Mr. Langhals seconded to adjourn the meeting. Meeting adjourned at 2:21 PM.

*Minutes taken by Ann Niese*

*Minutes reviewed by Kris Gerken and Dr. Jan Osborn*