

Minutes of Meeting
Budget Meeting – Annual Benefits Renewal
June 9, 2014
9:00 a.m.

The Kootenai County Board of Commissioners: Chairman Todd Tondee, Commissioner Dan Green and Commissioner Jai Nelson met to discuss the following agenda items. Also present were Treasurer Tom Malzahn, Sheriff Ben Wolfinger, Prosecutor Barry McHugh, Assessor Mike McDowell, Clerk Jim Brannon, Chief Deputy Clerk Pat Raffee, Chief Deputy Treasurer Laurie Thomas, Chief Deputy Assessor Richard Houser, Human Resources Director Skye Reynolds, Finance Director David McDowell, Staff Accountant Kimberli Price, Mercer Health and Benefits Senior Associate Lois Morris, Benefits/Risk Management Specialist Dorothy Cross, Wellness Your Way, LLC President Dr. Wade Larson, and Deputy Clerk Pamela Bogaert. Mercer Health and Benefits Client Manager Dani Baker attended the meeting via telephone.

A. Call to Order: Chairman Tondee called the meeting to order at 9:06 a.m.

B. Introductions: There were no introductions made.

C. Changes to the Agenda: There were no changes made to the agenda.

D. Old Business: There was no old business discussed.

E. New Business:

Mercer Health and Benefits (Mercer) Senior Associate Lois Morris presented the proposed annual benefits plan renewal to the Board. Ms. Morris summarized the health care reform updates, Kootenai County's claims experience and Blue Cross of Idaho and Mercer fees. Ms. Morris further updated the Board in regard to the federal government's recent definition of "seasonal employees" and how this definition affects the County. Ms. Morris also explained that there is a new requirement for the County to obtain a health plan identification number prior to November, 2014. Ms. Morris noted that this year's renewal for the Patient-Centered Outcomes Research Institute (PCORI) fee will be increased to \$2.13 per member, per year (PMPY) and that the Transitional Reinsurance Fee will be increased to \$63 PMPY. The Health Plan Experiences were reviewed and Ms. Morris informed the Board that Kootenai County's claims experiences were running lower than expected at 92.8%. Finally, it was determined that the Blue Cross renewal would increase by a total of \$73,008.

Next, Ms. Morris presented the proposal for health benefits from Regence Blue Shield that would produce an annual decrease over the Blue Cross renewal of \$146,583.84 with a two (2) year rate guarantee for administrative charges and will include an additional one (1) year 3.5% cap. Client Manager Dani Baker agreed to forward a comparison of Blue Cross/Blue Shield and Regence Blue Shield rates to the Board. Topics discussed included Cobra Administration, Reliant Behavioral Health (the County's Employee Assistance Program (EAP)) and LifeMap (Life, Accident, Death and Disability (AD&D) and Long Term Disability). Ms. Morris asked the Board for a ten percent (10%) increase in Mercer's fees to \$55,000 per year and proposed receiving supplemental compensation from Preferred Vendors and commissions from LifeMap. Also discussed by the group was the possibility of including a portable voluntary life insurance option.

Human Resources Director Skye Reynolds proposed that the Board amend the open enrollment period for Health, Wellness and FSA Insurance to September 2 through October 17. Ms. Reynolds reviewed employee paid benefits and recommended that voluntary deduction programs information be provided to all employees. In particular, due to the volume of participants, Ms. Reynolds recommended AFLAC information should be made available to all employees.

Wellness Your Way, LLC President Dr. Wade Larson presented the Fiscal Year 2014 (FY14) Mid-Year Workplace Wellness Overview Report to the Board and outlined the biometric data collected as well as the health risk assessments. Dr. Larson reviewed the County's tobacco use, blood pressure, total cholesterol, weight and fasting blood sugar statistics. Dr. Larson felt that the County's top concerns should be overall weight, sleep deprivation, blood pressure numbers, total cholesterol and awareness of lifestyle. Dr. Larson recommended that the coming year include a wellness internal support group such as a wellness committee, a transition to a tobacco free workplace and corporate incentives.

- F. Staff Reports:** There were no staff reports.
- G. Public Comment:** This section is reserved for citizens wishing to address the Board regarding a County related issue. There was no public comment.

The meeting was adjourned at 10:56 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

TODD TONDEE, CHAIRMAN

BY: _____
Pamela B. Bogaert, Deputy Clerk
