

**Minutes of Meeting
Human Resources
September 30, 2016
11:30 a.m.**

The Kootenai County Board of Commissioners: Chairman Dan Green, Commissioner Marc Eberlein, and Commissioner David Stewart met to discuss the following agenda item. Also present were Clerk Jim Brannon, Finance Director Dena Darrow, Human Resources (HR) Director Skye Reynolds, Generalist-Benefits & Compensation Dorothy Cross, and Deputy Clerks Randi Davis and Lisa Music. Also present was Mercer Health & Benefits representative Craig Culbertson.

- A. Call to Order:** Chairman Dan Green called the meeting to order at 11:30 a.m.
- B. Changes to the Agenda:** There were no changes to the agenda.
- C. New Business:**

Update from Mercer Health & Benefits representative Craig Culbertson, including the County health insurance renewal, stop loss renewal, third-party administrator negotiations, and related items.

Mercer Health & Benefits representative Craig Culbertson discussed Symetra individual and aggregate stop loss renewal options for the County. Commissioner Marc Eberlein pointed out that the insurer would look at the County's track record when purchasing stop loss coverage. He asked how the County's track record looked, and Mr. Culbertson confirmed it appeared negative from high stop loss claims.

Mr. Culbertson recommended stop loss renewal option 2. He said option 2 was a 36/12 contract basis with a \$175,000 deductible, \$100,000 aggregating specific deductible, and total annual premium of \$641,038. The Board supported selecting Symetra stop loss renewal option 2. Mr. Culbertson said Mercer would present a contract to the Board for approval soon.

Chairman Green stated Kootenai Health had proposed the County consider using its Accountable Care Organization (ACO), and contract with an independent third-party administrator. Mr. Culbertson said Kootenai Health's ACO could bring significant savings to the County, and allow customization. Commissioner Eberlein asked whether Northwest Specialty Hospital could be incorporated, and Mr. Culbertson confirmed it could. Commissioner Eberlein requested Mr. Culbertson contact Northwest Specialty Hospital to discuss the possibility of incorporating them into a customized plan.

Mr. Culbertson pointed out that the County controlled the Emergency Medical Systems (EMS) budget. He said that EMS was submitting service fees to preferred provider organization (PPO) networks, and the County paid the PPO. Mr. Culbertson suggested it would be more efficient to initiate a contract between the County and EMS for services. Commissioners Eberlein and David Stewart were supportive of permitting Mr. Culbertson to contact EMS to discuss efficiency issues.

Mr. Culbertson disclosed that if the County chose to engage in a contract with Kootenai Health, Mercer would be compensated 1% to 1.25% of claims that flowed through the contract for the year. Chairman Green supported the compensation because it was performance based, and Commissioners Eberlein and Stewart agreed. Mr. Culbertson asked for the Board's permission to continue ACO contract negotiations with Kootenai Health, and the Board confirmed he could. Chairman Green requested Mr. Culbertson provide the Board with a Statement of Work. Mr. Culbertson asked whether HR could assist him in the negotiation process, and the Board confirmed it would.

Commissioner Eberlein asked why the County was running higher than the national average of public employees that meet deductibles. Mr. Culbertson replied that the County's demographic was slightly older than others.

D. Public Comment: This section is reserved for citizens wishing to address the Board regarding a County related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing. There were no public comments.

Chairman Green adjourned the meeting at 12:38 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

DANIEL H. GREEN, CHAIRMAN

BY: _____
Randi Davis, Deputy Clerk
