

HCCSC Employees Benefit Trust Meeting Minutes February 9, 2021

Voting members present: Chad Daugherty, Jay Peters, Amy Rudolf, Katelin Herber, Camille Bartel, Peter Kitchen, and Matt Stephenson.

Non-voting members present: Rich Hertel, Edette Eckert, Patty Prosser, and Julie Shearer

Others present: Jeff Hadden and Ben Fuelberth from LHD, Molly Drew and Bradley Kopecky from Parkview.

OLD BUSINESS

- I. Wellness/Clinic
 - a. Wellness updates – Molly reported that she would be offering blood pressure checks at all buildings in February for Heart health month. Wellness screenings are scheduled in March. The HRA will be due by April 30th. Billing for the screenings will come in April and will have a credit due to COVID from last year.
 - b. Clinic updates – Bradley Kopecky reported that volumes have been pretty consistent with what they have been seeing during the pandemic. He asked that we remind employees that the clinic is still available and includes most medications with the visit. Visit door to door times are averaging under an hour. A question was asked about why you can no longer schedule your appointment online. Bradley will check and respond to Matt.
- II. PNC Financial Update – Pat Chasey sent the update prior to the meeting. It was emailed to all members to review and ask questions as needed.
- III. Approval of Minutes from October 20, 2020 meeting – A motion was made and unanimously approved to accept the minutes from the October 20, 2020 meeting. Daugherty/Peters.

- IV. Treasurer's Report – A motion was made and unanimously approved to accept the December 31, 2020 and January 31, 2021 reports as presented by Julie. Daugherty/Kitchen.

NEW BUSINESS

- V. Items for discussion
- a. Parkview Wellness, Clinic, and Employee Assistance contract renewal for 2021 – Due to the early deadline, an online vote was held on 12/2/20 and unanimously approved to renew the contracts for 2021.
 - b. Flu Shots – Several questions have arisen about whether it is cost effective to continue offering flu shots onsite for employees. After discussion, it was determined that there is value to keeping it onsite as a convenience for employees. Members worried that they may not get them if they have to go elsewhere. A motion was made and unanimously approved to continue giving flu shots at individual buildings in 2021. Daugherty/Bartel.
 - c. Incentive issues – After discussion among members, a motion was made and unanimously approved to make late deposits for 2020 for two employees that questioned not receiving the deposit if their paperwork is accepted by Matt. Daugherty/Kitchen.
 - d. Incentive deposit timeframe for the future - Julie brought up to the members that it might be beneficial to change the date of the deposit to run with the school year and deposit in the summer instead of waiting until the end of the year. The end of the year poses problems and extra work for First Federal and the payroll department. Members wondered if we could change the process of credits and having so much to keep track of. Jeff mentioned that we might want to change the amount of the deposit also. We no longer have the excess in our account, which was the reason we had started the incentive deposits. This will be a topic of discussion at our next meeting.

VI. LHD

- a. Plan performance. Ben reported on 2020. We ended 2020 102.8% to budget. Factors include enrollment going down, gross medical spending was down 8.2% due to Covid. The strongest financial headwind was pharmacy—up 41.3% in gross spending year over year—largely due to specialty drugs. We have been aggressive, but feel it is time to make some changes. We are hopeful that our new drug program PaydHealth will help decrease our drug costs in 2021. Stoploss had 3 high claimants in 2020. Clinic visits were down from 687 in 2019 to 417 in 2020. Costs per visit went from \$83 in 2019 to \$132 in 2020. Although the clinic is costing us more and we currently have utilization concerns, Jeff still feels like it saves us money in the long term. Our recommended reserve is down slightly to \$725,648, which is approximately 1.5 months of claims and administrative fees based on current levels. Our UMR medical is locked in until 2024. Magellan, stoploss, dental, and vision will need to be renewed for 2022. Life and LTD are locked in until 2023.

VII. Date of next meeting – Our next meeting will be Tuesday, May 11, 2020 at 4:15 pm at Crestview.

VIII. Dismissal – A motion was made and unanimously approved to adjourn the meeting. Daugherty/Kitchen.