

**INSURANCE COMMITTEE MEETING  
DECEMBER 5, 2019 1 10:30 ANNEX BUILDING**

**ATTENDANCE:** Chairman, Justice Bill Nelson; Justice, Alvin Clay; Justice, Howard Norvell; Justice, Molly Jackson; Justice, Neil Burge; Justice, Betty Hepler; Justice, Michael White; Justice, Rick Ash; Stephens Insurance, Jo Anne Edmonson; Tom Kane; Treasurer, Peggy Meatte; Insurance & Inventory, Beverly Pearson; Aflac, Keith Ford; Finance, Kelli Jones; Public Affairs, Steven Savage; NEA Town Courier, Revis Blaylock.

1. Meeting was called to order by Justice, Bill Nelson. Justice Nelson introduced Jo Anne Edmonson and Tom Kane from Stephens Insurance Company. Stephens had our insurance until last year. Performance out bid them and the County went with Performance. Meeting was turned over to Tom Kane.
2. Mr. Kane stated it was great to be back in Mississippi County. Proposals were passed out. Proposals from QualChoice and United Healthcare. Blue Cross declined to give a proposal at this time. QualChoice has been with the County in the past. There were 2 options priced. QualChoice Option 1. \$5,000.00 deductible. Option 2. \$1,500.00 deductible. Option 1. \$5000.00 plan. Copay for office visits. Primary care \$20.00, Specialist \$35.00. Plan then would pay 80% until out of pocket \$6,000.00 for an individual, \$12,000.00 for family. Drug copays \$15.00/\$35.00/\$50.00/\$100.00. Quote is coming in at -8.4% lower. Individual \$689.95, employee plus family \$841.74. The plan the County has today is different from what Stephens is proposing. The County pays the premium and QualChoice is responsible for paying claims. Option 2. Lower deductible. \$1,500.00 deductible. \$3,000.00 for family. Primary care \$30.00, specialist \$50.00. Coinsurance Max \$4,500.00, \$9,000.00 family. Same drug copays. 5.7% higher than current plan. Justice Nelson stated the quotes were 13% difference in what was quoted by Performance. Pre authorization is required for certain services.
3. United Healthcare. Option 3. \$5,000.00 deductible, Copays are higher than QualChoice copays. Primary \$30.00, Specialist \$60.00, Drug \$10.00/\$35.00/\$60.00. -7.2% lower than current insurer. Option 4. \$1,500.00 deductible. \$3,000.00 family. 8.4% higher than current insurer. QualChoice is most competitive.
4. Current insurer has quoted a 22% increase in premiums. Justice Jackson stated the current deductible is \$500.00. The most would be \$2,500.00 out of pocket. Keith Ford stated the County was with a self-funded insurance policy in the past. Fully funded policies are safer than self-funded.
5. QualChoice is starting tele med in the first quarter of next year. This saves the employees money. They will not have to go to the Doctor's office for routine illnesses. Mr. Kane stated the future in Arkansas will be virtual visits.
6. Justice Norvell asked if the County went with QualChoice Option 2. The deductible will be \$1,500.00. When the \$4,500.00 out of pocket is met there will be no co pays. Justice Jackson asked if the County went with Option 2 could the employees buy down to a lower

deductible. Justice Burge stated it was difficult for our employees to meet a \$5,000.00 deductible. Jo Anne stated in 2018 the County had a \$1,500.00 deductible. Justice Burge asked if the County could pay Medi Care Benefits for the employees. Mr. Kane said you could set up a health reimbursement account. (HRA) As long as an employee is working they can stay on the County's plan. You cannot force anyone to go to Medi Care. You can offer Medi Care to eligible employees and set up a HRA. County can pay for a Medi Care supplement and drug coverage. Stephens has people that will come and help with the change to Medi Care. The money put into the HRA would be used to purchase a supplement. Justice Whited asked how this would work with the open window for Medi Care. Mr. Kane stated when the employee waives off the County plan they would be eligible to enroll for Medi Care. Educational meeting would be set up with eligible employees. A date would be set for the change to offer the opportunity to enroll. Justice Burge asked if we were successful in moving some of Medi Care age employees would this help us next year. Yes.

7. Justice Burge stated a year ago we were told our policy was a coalition not self- insured. We have a small group that probably does not benefit from a self-insured policy.

8. Justice Norvell stated Option 2 with QualChoice is the best option for the employees. Will there be an increase next year if we have another bad year? Mr. Kane stated there would possibly be an increase. Justice Burge stated 2 years ago we had 2 large claims over \$2 million dollars. The County has \$679,000.00 in pending claims. There is a re-insurance contract that will cover up to \$1 million if legitimate. The County could be responsible for the remaining balance.

9. Justice Nelson stated most of our employees cannot afford a \$5,000.00 deductible. Option 2 will be the best. \$1,500.00 deductible. Justice Jackson, Justice Norvell, Justice White, Justice Ash, Justice Clay, Justice Hepler agree. Justice Burge stated we need to make sure our pending claims are going to be paid before making a change.

10. Motion was made by Justice Norvell to switch to Stephens, Option 2. Second was made by Justice Jackson. Motion passed.

11. Meeting adjourned.

Minutes submitted by: Cindy George