

At 1:02 pm, Chip Schutte joined the Board.

3. Health Insurance renewal

Please find attached [in packet] documents related to the health insurance renewal. The overall increase is 12.1 % but the actual increase differs by plan option. Leslie Tucker, Anthem representative, will be on hand to answer questions about what is driving the large increase, and whether reserves can be used to smooth the increase over several years. I have asked that hard copies of the attached pdf be provided, because this pdf is difficult to print correctly. The Board is asked to take action on the renewal by April 1. If action is taken today, the School Board will be asked approval tonight, and the Board of Supervisors at their April 13 Work Session.

Tom Judge:

- Increase is larger than budgeted coming in at 12.1%
- Board requested that the renewal be brought back if it exceeded 10%.
- Reserve contributions were used to moderate increases but increase is still higher than projected.

Leslie Tucker, Anthem representative:

- Start with trend; currently, 9%, which is lower than the state trend.
- FY2014 - 1 member exceeded individual pooling point.
- FY2015 - 3 people have exceeded the individual pooling point of \$110,000.
- Anthem has written off \$343,529 in excess claims.
- Plan Year Changes:
 - Applied behavioral analysis limit [\$35,000] has been removed.
 - Two dental plans will be offered:
 - Comprehensive Dental plan - unchanged, or
 - Preventive Dental plan – new, with limited coverage.
 - LiveHealth OnLine
 - Visit with document from a computer via webcam or application.
 - \$49 office visit co-pay.
 - Anthem will no longer pay the PCORI/CER fees, which were previously included in the plan.
 - Tom Judge requested follow up on taxation to a government institution.
 - Chuck Bishop requested an explanation of Anthem's decision to discontinue.

- Leslie Tucker will follow up. She will also provide a cost estimate for this discontinued benefit.
- New ID cards will be issued due to the change in prescription drug copay.
- Key Advantage Plans:
 - Maximums have been co-mingled and increased by \$1,000 for single coverage and \$2,000 for family coverage for all plans.
 - Prescription drugs and pediatric routine vision will count toward out-of-pocket maximums.
 - Implementing a 4-tier prescription drug co-pay: \$10, \$30, \$45, \$55; Mail Order: \$20, \$60, \$90, \$110
- TLC High-deductible Health Plan:
 - Embedded deductible: deductible amounts for each individual member will accumulate toward the family plan year deductible limit [\$5,600]. No individual family member will have to satisfy more than the individual deductible amount [\$2,800].
 - Out of network benefits are now included at a 60-40 split.
 - Out of pocket maximums have changed for in and out of network.
 - Separate out of pocket maximums for in and out of network
 - In network will increase to \$5,000 for single and \$10,000 for family.
 - Out of network will increase to \$10,000 for single and \$20,000 for family.
 - Pediatric routine Vision will count towards out of pocket maximum.
 - Blu-View Vision will be included.

Following review, David Weiss put forth that the matter could be added to the April 7, 2015 Board of Supervisors meeting agenda.

Chuck Bishop, seconded by David Ash, moved to recommend to the School Board and Board of Supervisors approval the benefits program for FY2016. The motion carried as follows:

David Ash	-	Aye
Chuck Bishop	-	Aye
Sharon Keeler	-	Aye
Charles "Chip" Schutte	-	Aye
David Weiss	-	Aye

4. Anthem Security Breach

Anthem originally stated that letters would be sent to members affected by the security breach. Letters have been sent, but these letters state only that members may have been affected. Therefore, it still remains unclear whether Clarke County employees have been affected, and whether we will ever find out.

Identity protection is being provided by AllClearID, but only for two years. After that, it's \$12.95 per employee, likely per month. Anthem held an employee briefing at Clarke County High School March 11 that was attended by approx. 20 employees.

Highlights of review include:

- Notification letters were sent to Clarke employees.
- Anthem does not believe that medical information such as diagnoses was accessed.
- Breaches of individual information can be verified on the website.
- Anthem can provide which items were stolen such as social security number, name, address, etc.

5. ERP Update

Financials setup and trainer training has been completed. We go live May 1. In April:

- Further training and preparation with Tyler.
- End user training.
- Develop end user manual.
- Testing.
- Mass data entry.
- Site visits.
- Phase 2 data gathering.

Kickoff of Phase 2, Payroll and Human Resources, is scheduled for May 19, 20, & 21.

The Executive Committee (Ash, Roper, Bishop, Judge) discussed the project including steps necessary to successfully complete Phase 1, and issues such as payroll schedule, and policy changes, and their impact on Phase 2.

Highlights of review include.

- Five weeks before “go live”.
- Tyler will conduct additional training and configuration.
- Will conduct site-to-site checks.
- Tyler will be on site for the first week of implementation.
- Known Issues:
 - General District, Juvenile Domestic Relation Courts, Cooperative Extension use separate networks. To access, will need to modify desktops.

- David Ash was asked to write a memo advising of the change and requesting that these departments forward to its respective IT department.
- JAS performs the accounts payable function for Social Services since it uses a separate network and the extended leave of key personnel at Social Services may cause training issues.
- Kick off Phase 2 Payroll and Human Resources
 - Meeting scheduled for May 18, which conflicts with the scheduled May JAS Board meeting.
 - Policy review with Tyler May 20 and 21.
 - Further discussion needed on:
 - Payroll frequency / payday requirements.
 - Annual leave increments

Due to the scheduling conflict, by consensus, the Board cancelled the May 18, 2015 meeting.

6. Set Next Meeting

The next regularly scheduled meeting is set for Monday, April 27, 2015.

7. Adjournment

At 2:27pm, Chairman Schutte adjourned the meeting.

Minutes Recorded and Transcribed by Lora B. Walburn