

SELF INSURED REVIEW COMMITTEE SPRING MINUTES

ALACHUA COUNTY BOCC

March 18, 2021

Zoom Virtual Meeting

Present: Tax Collector John Power (Former Chair); Supervisor of Elections Kim Barton; Clerk of Court Jess Irby (New Chair); Library Director Shaney Livingston; Commissioner Ken Cornell; Property Appraiser Ayesha Solomon; Sheriff Watson; Reshone Flanders on behalf of ACSO Todd Kelly; Commissioner Charles Chestnut;

Absent:

Also Present: County Manager Michele Lieberman; OMB Director/Assistant County Manager Tommy Crosby; Finance Director Todd Hutchinson (Clerk of Court); County Attorney Bob Swain; Jon Costabile (ACTC); Cheryl Jordan (Clerk of Court); John Carnell (Risk Mgt); Amy Childs (Risk Mgt); Colleen Duffy (Risk Mgt); Mercedes Fernandez (Risk Mgt); Donna Davis (ACPA); Linda Powers (ACTC); Rick Garrett (FFIB); Glen Volk (Gallagher); Adam Brooks; Sylvia Ashwell ; Human Resources Director Heather Akpan; Mark Sawyer (Fiscal Services/LIUNA)

Meeting was called to order at 10:01 AM. John Power, Tax Collector, offered a welcome message.

1. Approve Minutes from Previous Work Group (Dec. 11th 2020)

- i. Add to agenda: Approve Spring Meeting Minutes (May 28th 2020)

Motion to adopt, seconded and carried unanimously

2. Hold Election for New Chair. JK Irby was nominated at the Work Group

Motion to elect JK Irby officially, seconded and carried unanimously.

3. Presentation of FY20 Health Care Program Performance Report

- i. Presented by John Carnell, Risk Management. Specialty Drugs continue to drive prescription drug costs so a Special SIRC Meeting will be scheduled for around May or June to discuss RX Programs to help reduce cost of specialty drugs. We have had good successes with reducing emergency room costs and encouraging urgent care instead.

The Benchmark Comparison information was from FL Blue and they predict a 3-4% increase in total claims cost due to COVID alone.

- ii. Amy Childs, Risk Management, took over to discuss the Employee Wellness Center. State is still in control of vaccine distribution so the Clinic isn't giving vaccines. Waivers are available at the clinic if you qualify. The Health Center's new vendor has been in place for an entire operational year. The vendor has provided a year-end report highlighting the performance of the Health Center. Several slides were shared with the group to show the utilization, cost comparisons and patient satisfaction scoring.

4. Presentation of 507 fund projections (Glen Volk) and discussion and recommendation of Health Care Premiums.

- i. Glen Volk covered COVID Impact: suspension of elective care - about \$1 Million that didn't happen - and lower claims overall. A discussion of the State's Safe Harbor threshold of 60 days was held. Staff and Glen recommend a 120 day Safe Harbor as a best practice. Glen and John Carnell reminded the group to be extra cautious because the longer term effects of COVID have not been determined to date. The group was reminded that a few years ago the County had to raise premium costs by 20% and the County absorbed most of the cost for the employees.
- ii. Staff recommended a 3% increase. Concerns were raised about 3% increase with a healthy reserve balance that includes some surplus. The group had a lengthy discussion on their views about the various premium options. Commissioner Cornell and Mrs. Livingston voiced concerns and could not recommend 3%. Tommy Crosby proposed a potential premium holiday with the adoption of the 3% increase. If the reserves remain healthy, a single pay period premium holiday could be adopted at the fall meeting. John Carnell asked for each office to see if their payroll program could suspend a single payment.

Motion to adopt a 1.5% increase, with a review of the reserve balance in October at the next SIRC Meeting to see if it's still a good decision and if a non-deduction date is still possible.

Motion passed unanimously

Meeting Adjourned at 10:50AM