

**Employee Benefit Insurance Committee**

January 28, 2022

**Announcing New Chair**

* We are so happy to welcome Alisha Nix as our new committee Chair! Thank you for agreeing to serve!

**Claims vs. Premium Report/Update**

* Stephens consultants presented an overview of the claims & premiums report. They also reviewed the high claims report: 11 Individuals out of 1500 total in the plan, make up 38% of the total claims cost. Higher pharmaceutical cost is the fastest growing claims cost.
* The Stephens team will research how many of the high claims are on the HSA plan, based on a question asked by the committee. They indicated they could also review if the plan is priced appropriately.
* The committee discussed implementing some type of wellness initiatives that we would want to consider offering or implementing. Christina was going to find out if someone from the Wellness sub-committee could come to our next meeting.
* Stephens will be hosting a Panel discussion on Health economics. They will be inviting the entire committee to attend, so that we can understand the underlying factors before going forward establishing our own wellness initiatives.

**Subcommittee’s Retirement Review Update**

* The subcommittee has met and reviewed with a Stephens consultant on our TIAA plan. The consultant listed some recommendations for ATU to consider. The subcommittee is doing research on these recommendations to make some official recommendations to the full committee. The subcommittee will be meeting again on March 2nd.

**Insurance Evaluation**

* We would like to start our evaluation earlier next year so that we can truly dive into reviewing the possibility of self-insurance and other benefits available.
* At our October meeting, Stephens presented on Self-Funded Insurance 101 to help with everyone’s understanding. A copy of the presentation and the recording of this meeting was emailed to everyone.
* Stephens will provide a detailed timeline for the RFP for the self-funded insurance to the group at our next meeting.

**Upcoming Meeting Dates**

* The next meeting is scheduled for Friday, February 25 at 1:00 pm. And, then every two weeks thereafter. At the next meeting we will discuss: Offering a Wellness Initiative and where we are with the Self-Funded RFP process. Stephens will update us on their findings regarding high claims in the HSA plan.

**Committee Member**: (absent) Angela Bell, Cheryl Monfee, Dr. David Blackburn, (absent) Dr. Jamie Stacy, Alisha Nix, Bobby Sewell, (absent) Dr. David Ward, Dr. Jon Clements, Dr. Michael Davis, Leigh Hill, Linda Jones, (absent) Stacie Harden, Jami Fisher, Christina Stolarz.

**Stephens Consulting** - Tom Kane, Tyler Runnells, Bobette Leggett, Maribel Rogers