

INSURANCE COMMITTEE
MINUTES OF MEETING
August 3rd, 2020
4:30 P.M.

Present: Brenda Abercrombie, L.W. Nolan, Ceis Nyegaard and Curtis Moses. Also present was Megan Dunn with Dunn & Dunn Insurance, Terri Russell with AFLAC Insurance, Johnny Buckley and Ben Bridges.

Mrs. Abercrombie called the meeting to order. Mr. Bridges led the group in prayer.

Motion Mr. Nolan, seconded by Mr. Nyegaard and declared adopted by unanimous roll call vote of the Committee to approve the agenda as is. Motion carried unanimously.

Motion made by Mr. Nyegaard, seconded by Mr. Nolan and declared adopted by unanimous vote to approve the minutes of the November 14th, 2019 meeting. Motion carried unanimously.

Megan Dunn, Dunn & Dunn Insurance, addressed the Committee concerning the group health insurance. Mrs. Dunn reviewed what had happened during the November 2019 meetings. Mrs. Dunn showed the different options that were presented during the renewal meetings in 2019. She stated that the police jury has over 50 employees and is considered a large plan. The Police Jury/DC health insurance claims are high.

Curtis Moses enters the meeting @ 4:42 P.M.

Mrs. Dunn said in the past the previous juries have not wanted to pass any expense to the employees. Last year the previous jury made the decision to leave the grandfathered plan that they had been under for years. Blue Cross had presented a non-grandfathered plan entitled the *Business Decision*. Currently the plan has a \$500 deductible and a \$250 pharmacy deductible. Mrs. Dunn talked about opt-out payments. They can be conditional or unconditional payments. Mrs. Dunn states that the jury can request that the employee have insurance before they receive the opt-out payment. Mrs. Dunn urges the committee to check with legal counsel before pursuing an opt-out payment. Mrs. Dunn states that there is a participation requirement with health insurance carriers. Blue Cross requires a 75% employee participation, but will go down to a 50% participation if you have elsewhere credits such as spousal health insurance, Medicare, Medicaid or Tri-Care. Vantage requires a 60% participation and United will go down to a 25% participation.

Mr. Bridges asked to be recognized and wanted to know why the jury does not know how many employees are Medicare or Medicaid eligible. Mr. Bridges does not like employees or jurors taking the insurance just because it is free if they have other insurance. Mrs. Dunn states that a letter can be sent out to employees requesting whether they are covered under another policy. Unfortunately, last year the previous jury did not want to tackle the issue of finding out who was covered under another plan.

Mrs. Dunn said if you have over twenty employees and somebody has a group health plan and another plan then the group health plan is going to pay first then the secondary plan is going to pay. Mrs. Dunn also went over a group reporting standard package. The package included plan experience summary, inpatient facilities ranked by payment, inpatient claims payment by diagnosis class, pharmacy performance report, drug names that employees are taking and a large claimant report. The pharmacy charges are high, but the employees are doing a great job using generic medicines. Mrs. Dunn said Blue Cross should get their renewal numbers out in September. Once the renewal numbers come out then other companies can be quoted. **No action was taken. This was for informational purposes only.**

There was a discussion regarding an opt-out payment policy. Mrs. Abercrombie spoke with Trevor Fry, Gold Weems Law firm, and inquired as to what we could legally offer employees who had other insurance available. Several of our employees take the insurance just because it is free even when they are on other insurance plans. The opt-out payment would be offered to everyone. The amount of the opt-out payment needs to be less than 9.78% of the employee's total income. Mrs. Abercrombie states that the jury is paying approximately \$784,803.60 a year for health insurance. The lowest paid employee makes \$10.50 an hour. The jury could offer a \$25 weekly opt-out payment (\$100 a month) instead of participating in the health insurance plan.

Motion Mr. Nyegaard, seconded by Mr. Moses to recommend to the full jury to authorize Trevor Fry with the Gold Weems Law firm to prepare an opt-out payment policy for health insurance for the Union Parish Police Jury employees and Detention Center employees, update the personnel policy to reflect the opt-out payment policy and authorize the President to execute any necessary documents.

There being no further business to come before the committee, Mrs. Abercrombie declared the meeting adjourned upon motion by Mr. Nolan and duly seconded by Mr. Nyegaard on this the 3rd day of August, 2020.

**Brenda Abercrombie, Chairman
Paula Strickland, Secretary-Treasurer**