



Meeting Minutes

OPEH&W Health Plan Board of Trustees Board Meeting
ACCO Building
429 NE 50th St, Oklahoma City, OK
August 8th, 2024

Trustees Present: Mike Bouvier, Washington County
Jeannie Boevers, Kingfisher County
Mike Brittingham, Pushmataha County
Amy Gonzalez, Cimarron County
Tammy Malone, Craig County
Gary Nielsen, Harper County
CJ Rose, Beaver County
Kathy Ross, Johnston County
Dolan Sledge, Texas County
Lynn Smith, Ellis County

Trustees Absent: Valarie Hogue, Seminole County
Matt Jacobson, OMAG
Kristie Moles, Pawnee County
Gary Starns, Pontotoc County
Steve Stinson, Grant County

Staff/Guests: Jenny Vincent, Ellis County
Emily Lee, Kingfisher County
John Williams, McCurtain County
Eugina Loudermilk, Coal County (attended virtually)
Ross Naylor, Plan Administration Office
Jennifer Mullally, Plan Administration Office
January Smoot, Plan Administration Office

A quorum was established. Chairwoman, Tammy Malone, called the meeting to order at 10:01 a.m.

1. Minutes of the 4/11/2024 Regular Board Meeting.

Mike Bouvier made a motion to approve the April 11th minutes. Gary Nielsen seconded. Mike Brittingham, Tammy Malone, CJ Rose, Kathy Ross, Dolan Sledge and Lynn Smith all voted aye, and the motion passed.

2. New Board Members.

Amy Gonzalez is replacing Tina Newton for Cimarron County and Jeannie Boevers is replacing Heath Dobrovolny for Kingfisher County.

Gary Nielsen made a motion to approve the new board members. Dolan Sledge seconded. Mike Bouvier, Mike Brittingham, Tammy Malone, CJ Rose, Kathy Ross, and Lynn Smith all voted aye, and the motion passed.

3. Financial Position of the Plan as of 6/30/2024.

Jennifer Mullally reviewed the financial position of the Plan. Total current assets- \$9,784,624.81 Total liabilities- \$5,342,760.34 Total Income- \$44,896,604.70 Total expenses- \$44,630,213.31. Leaving a net income of \$266,391.39.

Mike Bouvier made a motion to approve the financial position of the plan. Mike Brittingham seconded. Jeannie Boevers, Amy Gonzalez. Tammy Malone, Gary Nielsen, CJ Rose, Kathy Ross, Dolan Sledge, and Lynn Smith all voted aye, and the motion passed.

4. Woods County Lawsuit.

The attorneys are currently working on discovery to prepare for possible trial.

No action required.

5. New Groups.

The plan has added four new groups: City of Sayre, City of Stroud, City of Maud and McCurtain RWD #6.

Kathy Ross made a motion to approve the new groups. Lynn Smith seconded. Mike Bouvier, Jeannie Boevers, Mike Brittingham, Amy Gonzalez, Tammy Malone, Gary Nielsen, CJ Rose, and Dolan Sledge all voted aye, and the motion passed.

6. 2025 Meeting Dates.

The proposed meeting dates for 2025 are January 23rd, April 10th, August 7th and October 9th.

Gary Nielsen made a motion to approve the 2025 meeting dates. CJ Rose seconded. Mike Bouvier, Jeannie Boevers, Mike Brittingham, Amy Gonzalez, Tammy Malone, Kathy Ross, Dolan Sledge, and Lynn Smith all voted aye, and the motion passed.

7. 2023/24 Plan Year Auditor Engagement.

The Plan will use Arledge & Associates for its 2023/2024 plan year audit. This is the same firm used for the previous plan year with the same rate.

Mike Brittingham made a motion to approve using Arledge for the 2023/24 plan year audit. Kathy Ross seconded. Mike Bouvier, Jeannie Boevers, Amy Gonzalez, Tammy Malone, Gary Nielsen, CJ Rose, Dolan Sledge, and Lynn Smith all voted aye, and the motion passed.

8. 2024/25 Plan Year Stop Loss Contract

The stop loss renewal contract that was received from BlueCross had a premium increase of nearly 19% so the plan administrators asked the Board for time to look at other policies. The plan administrators have taken a contract with Sun Life with a \$475,000 attachment point. That's an increase on the attachment point, up from the previous \$425,000. This new stop loss contract will lower the plan's cost by 20%.

Dolan Sledge made a motion to approve Sun Life as the new stop loss carrier. Lynn Smith seconded. Mike Bouvier, Jeannie Boevers, Mike Brittingham, Amy Gonzalez, Tammy Malone, Gary Nielsen, CJ Rose, and Kathy Ross all voted aye, and the motion passed.

9. 2024/25 Plan Year Rx Contract Improvements.

Express Scripts (ESI) is proposing reductions in the discounted price by 1.7% for generic retail, 3.45% in generic mail, and 0.55% for brand retail. Brand mail has gone up by 1.65%, but not many people use that so no real impact is expected. They are also reducing the dispensing fee by 20% for both generic and brand medications. The impact of these changes is a 2.7% reduction in our gross costs. ESI is also increasing the rebates for brand name scripts. Overall, the increase to the rebates is early 20%. These contract improvements should reduce the Plans Rx spend by \$1,000,000.

No action required.

10. 2023/24 Plan Year Review.

Ross Naylor gave the board a review of the 2023/24 plan year. The average number of medical claims per covered individual per month was around 2.26 and the average cost per covered member per month was \$338.50. The average discount on billed charges with BlueCross was nearly 70%. There were 25 air ambulance claims with a total cost of nearly \$900,000. The average cost per air ambulance claim was \$35,568. The Diamond plan still has the largest percentage of membership with almost 85%. Followed by the platinum plan at 14.9%. Very few people are on the gold or silver plan and there are currently no groups on the bronze plan. The average Rx claims cost is \$197.41 per covered individual per month. The specialty Rx had 720 total claims with an average cost of \$6,210.37 per claim. The average dental claim cost per covered individual was \$28.25 per month. 87% of the total plan membership is on the enhanced dental plan, leaving 13% on the standard plan.

No action required.

11. Cobalt Health Coverage Option

The Plan administrators have created a new health plan design called Cobalt. Cobalt is designed as a high deductible plan with a \$5,500 deductible and a \$7,500 max out of pocket. This plan was put together to prepare for the future and it was necessary to create this plan to keep Cherokee County. It's the type of plan that would work with a health savings account or other programs attached to it to reduce the costs for employees.

No action required.

12. Growth Opportunities.

The administrators are currently in discussions with the City of Guthrie as well as preparing to attend the OML and OMCTFO conferences.

No action required.

13. New Business unforeseen at the time of the posted agenda.

There is a new Medicare rule coming out January 1 that lowers the prescription out of pocket costs to \$2,000, so this means we need to reduce our out-of-pocket costs on prescriptions from \$2,500 to \$2,000.

The next board meeting is October 10th.

No action required.

14. Adjournment:

Gary Neilsen made a motion to adjourn the meeting. Kathy Ross seconded. There is no opposition, and the meeting adjourned at 10:54 a.m.

Secretary/Board of Review

Attested To/ Notary

My Commission Expires

Chairman/Board of Review

Attested To/ Notary

My Commission Expires