

Insurance Committee

The Insurance Committee met on April 25, 2023 in Room 117 at the Courthouse. Members present: Members: Martin Koster, Brooke Pearson, Glenn Truesdell, Chad Weaver. Guests: Michael Parsons, representative from Gallagher Benefits, Joel Horn, Amy Robbins. Absent Members: Ernst Smith. Mr. Truesdell called the meeting to order at 2:00 pm. No public comment.

1. Medical Review

- a. Mr. Parsons explained self-funded insurance to the new members and led into the current insurance situation for the 2022-2023 year. The current total medical and prescription costs are running 12% above the BCBS expected costs. The large claims are not the cause for the higher costs but more likely the increased clinic/hospital visits by many participants staying under the \$75,000 stop loss. The renewal cost for the upcoming year was presented with an optional stop loss through UMR. Even though the stop loss costs through UMR are less the overall cost is comparable to BCBS by 0.3% and Mr. Horn recommended renewing with BCBS for medical and dental. Motion to accept the BlueCross BlueShield medical insurance renewal effective July 1, 2023, as presented. Motion moved by Brooke Pearson, and motion seconded by Chad Weaver. Motion approved.

2. Dental Review

- a. Mr. Parsons reviewed the dental renewal and a separate option through Guardian. After discussion, the Committee agreed to renew dental with BCBS. Motion to accept the BlueCross BlueShield dental insurance renewal effective July 1, 2023, as presented. Motion moved by Brooke Pearson, and motion seconded by Chad Weaver. Motion approved.

3. Employer & Employee Insurance Cost

- a. With the 11% increase in the approved renewal, higher claims costs this past year, and expected costs for the coming year, Mr. Horn recommended a 20% increase for the employer and employee insurance costs. After reviewing the increases over the past 10 years, there has been only one double digit increase with most years 5% and under. Motion to approve increasing employee and employer insurance costs, as presented. Motion moved by Brooke Pearson, and motion seconded by Chad Weaver. Motion approved.

Motion to adjourn at 2:58 p.m. Motion moved by Brooke Pearson, and motion seconded by Martin Koster. Motion carried.