

**Minutes of Meeting
Elected Officials
September 19, 2018
9:00 a.m.**

The Kootenai County Board of Commissioners: Chairman Pro Tem Chris Fillios and Commissioner Bob Bingham met to discuss the following agenda items. Also present were Coroner Warren Keene, M.D., Prosecutor Barry McHugh, KCSO Captain Lee Richardson, Human Resources (HR) Director Skye Reynolds, HR Generalist – Benefits & Compensation Dorothy Cross, BOCC Communications Manager Nancy Jones, BOCC Senior Business Analyst Nanci Plouffe, and Deputy Clerk Tina Ginorio. Also present was Alliant Employee Benefits Representative Scott Burkhardt. Chairman Marc Eberlein was excused.

- A. Call to Order:** Chairman Pro-Tem Chris Fillios called the meeting to order at 9:02 a.m.
- B. Changes to the Agenda (Action):** There were no changes to the agenda.
- C. Business:**

Employee Benefits/Open Enrollment (Action)

Alliant Employee Benefits Representative Scott Burkhardt offered those assembled a review of the Kootenai County Benefit Plan Renewal, which would come into effect on January 1, 2019. He first described two new features available to employees: the Benefit Advocate Service and the Ben IQ Mobile App. He said the Benefit Advocate Service offered help to employees who had questions on the general plan coverage or eligibility, finding in-network providers or resolving claims issues. He explained that the Ben IQ Mobile APP contained a summary of plan information, listings of carrier sites and provider directories and a quick contact service for employee support.

Treasurer Steve Matheson entered the meeting at 9:04 a.m.

Mr. Burkhardt went on to offer an overview of the changes in the Benefit Plan. He said the Benefit Plan Budget would be increased from \$9,000,000 in the 2017-2018 plan year to \$10,000,000 for the 2018-2019 plan year. He explained that the additional cost would be divided; with the County absorbing \$640,000 of the increase and increased costs to the employees covered the remaining \$360,000. He added that the extra expense to employees would be in the form of higher plan contributions and some changes in the actual benefits.

Mr. Burkhardt provided a breakdown of the actual coverage changes for the 2019 plan, as follows:

<u>Medical Deductible</u>	<u>2018</u>	<u>2019</u>
Individual	\$500	\$600
Family	\$1,000	\$1,200
<u>Out of Pocket</u>		
Individual	\$2,500	\$2,750
Family	\$5,000	\$5,500
<u>Office Copays (PCP/Specialist)</u>	\$30/\$45	\$25/\$40
<u>RX Deductible (Brand)</u>	\$250	\$0
<u>RX Copays</u>		
Generic	25%/Max \$25	\$20 copay
Preferred Brand	50%/Max \$100	\$40 copay
Non-Preferred Brand	50%/Max \$200	\$60 copay

Assessor’s Office Administrative Manager Reba Grytness entered the meeting at 9:15 a.m.

Mr. Burkhardt explained the largest increase in premium was for the employee plus spouse coverage, since that category actually had the largest percentage of expense to the plan. He said the increase to employee only coverage was about \$8 per month, employee plus spouse was about \$60.00, employee plus one child was about \$17, employee plus two children was about \$20, employee plus spouse and one child was about \$44 and employee plus spouse and two children was about \$47.

Commissioner Bingham inquired about vaping in relation to the Tobacco User versus Non-Tobacco User wellness discount. Human Resources (HR) Generalist – Benefits & Compensation Dorothy Cross answered that vaping is considered the same as smoking under that provision.

Mr. Burkhardt reviewed the different County premium costs in relation to benchmark costs generated from national averages. He said that the County’s costs are generally somewhat lower than the benchmark levels. He also ran through the other aspects of the plan, including the two dental options: Delta Dental and Willamette, vision coverage through VSP, basic life/AD&D (accidental death & dismemberment) and Long Term Disability through UNUM. He reminded those assembled of the voluntary benefits, such as additional Life Insurance and Short Term Disability and the Employee Assistance Program (EAP). He said Rehn and Associates would handle the employee flexible spending accounts in the new plan year.

Mr. Burkhardt detailed the three primary Regence Engagement/Consumerism Tools: MDLIVE Telehealth with \$0 copay, the Online Medical cost comparison tool and the MedSavvy online RX cost comparison tool. He said these features were voluntary and would allow Kootenai County employees to save money through lower out-of-pocket costs, incentive gift cards given for making certain healthcare purchasing choices

and lower future premiums if lower cost options were selected. He encouraged all the Elected Officials to urge employees to participate in these features.

In closing, Mr. Burkhardt called attention to the special open enrollment to be offered in March of 2019 for certain UNUM voluntary products: Short Term Disability, Term Life/AD&D and products that give additional coverage for critical illnesses and costly hospital admissions.

Human Resources (HR) Director Skye Mercer exited the meeting at 9:45 a.m.

Ms. Cross gave a preview of the benefits she expected to see from the new online enrollment system, PlanSource, which will also become active on January 1, 2019. She said it would reduce the workload for Human Resources staff and simplify enrollment changes.

Ms. Cross exited the meeting at 9:56 a.m.

Kootenai County Idaho Association of Counties Representative (Action)

Chairman Pro Tem Fillios pointed out that Chairman Marc Eberlein was one of Kootenai County's IAC (Idaho Association of Counties) representatives. He said that since Chairman Eberlein will be leaving the Board in January of 2019, he would not be able to continue in that role. Commissioner Fillios said that, according to the rules, the County needed to select a replacement by October 1, 2018.

Mr. Burkhardt exited the meeting at 9:59 a.m.

Commissioner Bob Bingham reminded those assembled that Assessor Mike McDowell was also an IAC representative and would also be leaving. Prosecutor Barry McHugh said that Mr. McDowell was on IAC in his capacity as Assessor, which was somewhat different than Chairman Eberlein's position. BOCC Communications Manager Nancy Jones explained that Chairman Eberlein's position was linked to County population numbers. Prosecutor McHugh added that the Association of Assessors would handle Mr. McDowell's replacement.

Chairman Pro Tem Fillios asked whether the Elected Officials were required to have a quorum in order to select a replacement for Chairman Eberlein on the IAC. Prosecutor McHugh said that he did not think any formal process had been established.

Treasurer Steve Matheson moved that Prosecutor Barry McHugh be nominated to replace Marc Eberlein on the IAC Board. Commissioner Bingham seconded the motion. Chairman Pro Tem Fillios called for a voice vote on the motion from the Elected Officials present. The "Aye" votes were unanimous. There were no "Nay" votes voiced. The motion passed.

- D. Public Comment (Discussion):** This section is reserved for citizens wishing to address the Board regarding a County related issue. Idaho Law prohibits Board action on items brought under this section except in an emergency circumstance. Comments related to future public hearings should be held for that public hearing. There was no public comment.

Chairman Pro Tem Fillios adjourned the meeting at 10:03 a.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN PRO TEM

BY: _____

Tina Ginorio, Deputy Clerk
