

**INSURANCE COMMITTEE MEETING
JANUARY 21, 2020 10:30 ANNEX BUILDING**

ATTENDANCE: Chairman, Justice Bill Nelson; Justice, Alvin Clay; Justice, Howard Norvell; Justice, Neil Burge; Justice, Betty Hepler; Justice, Michael White; Justice, Rick Ash; Stephens Insurance, Joanne Edmondson, Tom Kane, Claire Rhodes; Consolidated Admin. Services, Kerry Stout; Finance, Beverly Pearson; Public Affairs, Steven Savage.

1. Meeting was called to order by Justice, Bill Nelson. Meeting was turned over to Tom Kane. Mr. Kane introduced Claire Rhodes who joined Stephens last year. Carrie Stout, owner of Consolidated Admin Services. Health Reimbursement Accounts Value based accounts that are set up for the employees to pay for eligible expenses. We are here today to talk about how it works. Optional for the employee. Waiving group coverage may benefit some of the employees to change to Medicare. We are proposing the County establish a health reimbursement account. The County would put money into the (HRA) that the employee would be able to use to purchase a Medicare supplement. Meeting was turned over to Carrie Stout.

2. Laws were passed that allowed employers to set up an HRA for employees to be reimbursed for purchasing Medicare supplements. The County is paying \$839.55 a month per employee. You can reimburse up to the amount of the policy. The reimbursement will be made as premiums are due. Direct deposits are set up so the funds go directly into the employees account the same time social security is taken out. Effective March 1, 2020. Medicare open enrollment begins in November and December. Changes to the plan can be done at that time. Justice Nelson asked what happens when an employee has their spouse on their health insurance. Employee can choose to go on the plan but would loose coverage for spouse if they are not eligible for Medicare. Employee would need to stay on the health plan unless the spouse has coverage elsewhere. CAS is the administrator. Cost for this service is \$100.00 per month. 25 employees are eligible for Medicare. \$500.00 per employee per month savings. \$150,000.00 savings a year if all 25 employees participated.

3. Medicare Part A. No Cost. Medicare Part B. \$144.00. Medicare Supplement (Plan G) \$130.00. Part D for medications \$25.00. If an employee has already enrolled in Parts A and B, he/she may enroll in Plan F with a monthly premium of \$208.00.

4. Motion was made by Justice Norvell to offer the HRA plan and hire Consolidated Admin. Services. Second was made by Justice, Alvin Clay. Motion passed.

5. Meeting adjourned.

Minutes submitted by: Cindy George