

Minutes of Meeting
FY22 Health Insurance - Alliant
July 14, 2021
1:00 p.m.

The Kootenai County Board of Commissioners: Chairman Chris Fillios, Commissioner Leslie Duncan and Commissioner Bill Brooks met to discuss the following agenda item. Also present were Coroner Warren Keene, M.D., Chief Deputy Treasurer Jill Smith, Chief Deputy Clerk Jennifer Locke, Finance Director Dena Darrow, Staff Accountant – Budget Michelle Chiamonte, KCSO Undersheriff Dan Mattos, Human Resources (HR) Director Sylvia Proud, HR Generalist – Benefits & Compensation Dorothy Cross, BOCC Senior Business Analyst Nanci Plouffe and Deputy Clerk Tina Ginorio. Also present were Alliant Employee Benefits Representatives Scott Burkhardt, Koko Brockhoff and David Smith.

- A. **Call to Order:** Chairman Chris Fillios called the meeting to order at 1:02 p.m.
- B. **Changes to the Agenda (Action):** There were no changes to the agenda.
- C. **Business (Action):**

Scott Burkhardt and David Smith from Alliant Insurance Services will Review FY22 Health Insurance Options as Part of Ongoing Budget Deliberations

Alliant Employee Benefits Representative David Smith reviewed the data on the County's 2021 employee benefits plan, including projected estimates of costs, actual costs and the percentage of change for the medical, dental and vision plans. He provided historical data on the County's plan back to 2017 for comparison. He also went over the cost increases for each feature of the plan for the 2021 – 2022 renewal.

Alliant Employee Benefits Representative Scott Burkhardt described the Pharmacy Benefit Carve Out option that was available to the County. He said the projected annual savings would be about \$368,000 and only about 35 to 60 members would be directly affected by it. He explained that any prescription drug impacted would have a therapeutically equivalent drug offered and a "continuation of therapy" option would be provided as well, to minimize disruption to the member's treatment.

Prosecutor Barry McHugh entered the meeting at 1:07 p.m.

Mr. Burkhardt remarked that the current trend for employers was to try not to change employee benefits or employee contributions for benefits since the COVID crisis. He noted that there was a tight labor market, making it difficult to attract new people. He provided additional details of the potential positive impact a Prescription Drug Carve Out could have. He stated that Alliant was going to place additional focus on mental health benefits available to staff and promote the MD Live Behavioral Telehealth and the Employee Assistance Plan, both of which were free. He said that Alliant planned to produce a Mental Health Resource Tool Kit for employees.

Mr. Burkhardt commented that some employees might be eligible for Medicare and, while it was not appropriate to push people out of the plan, some might be eligible for improved benefits if they did leave the County's plan and shift to Medicare.

Mr. Burkhardt briefly reviewed the breakdown on employee contributions toward health plan coverage, including prices for nicotine users' and non-nicotine users' health coverage, as well as the prices for the two dental plan choices and vision coverage.

The Commissioners all agreed that they preferred the second option offered by Alliant, which would be to include the RX/PBM Carve-Out to Alliant/Optum, resulting in a 1.4% increase to the cost of the overall benefit plan.

D. Public Comment: 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 were no public comments.

E. Adjournment (Action): Chairman Fillios adjourned the meeting at 1:35 p.m.

Respectfully submitted,

JIM BRANNON, CLERK

CHRIS FILLIOS, CHAIRMAN

BY: _____
Tina Ginorio, Deputy Clerk
