

MEETING MINUTES

**INSURANCE COMMITTEE
OF THE LOUISIANA ASSESSORS' ASSOCIATION**

**TUESDAY, OCTOBER 22, 2024
9:00 A.M.**

**LOUISIANA ASSESSORS' ASSOCIATION
2111 QUAIL RUN DRIVE, BATON ROUGE, LOUISIANA 70808**

A meeting of the Louisiana Assessors' Insurance Committee was held Tuesday, October 22, 2024, at 9:00 A.M. at the Louisiana Assessors' Association Office, located at 2111 Quail Run Drive, Baton Rouge Louisiana. The following members were present: President Gabe Marceaux, Vice President Lucien Gauff, Treasurer Stephanie Smith and Members Tom Capella, Morgan Herring, Rickey Huval, Richard Kendrick, Billy McBride, Heath Pastor, Lawrence Patin and Blake Phillips. Absent were members Keith Maxwell, Jimbo Petitjean, Bob Robinson and Randy Sexton. The members in attendance did provide a quorum.

Following the roll call, prayer and Pledge of Allegiance, the Public Comment Period Statement was read. With no members of the public wishing to speak, the committee took up the next item on the agenda, which was the approval of the minutes from the July 23, 2024, meeting. A motion was made by Blake Phillips to approve the meeting minutes. A second was provided by Rickey Huval and there was unanimous approval.

Staff Accountant, Anna Wessman, then presented the September 30, 2024, Financial reports. It was noted that the balance in the Operating account at US Bank of \$8,278,764.36 includes reserve funds. A current Claims Report was also provided to the Committee. A summary follows:

	As of September 30, 2024	Current Month this Year	Year to Date this Year
Total Assets	\$ 8,331,107.32		
Total Liabilities	\$ 1,145,420.55		
Total Capital	\$ 7,185,686.77		
Total Liabilities & Capital	\$ 8,331,107.32		
Total Revenue		\$ 1,501,802.13	\$ 13,196,486.18
Total Expenses		\$ 1,283,046.42	\$ 13,404,410.21
Net Income		\$ 218,755.71	(\$ 207,924.03)

The Financials, including the Budget Comparison, were accepted with a motion by Heath Pastor and a second by Blake Phillips. The motion passed without objection.

USI Insurance Broker Representatives Jesse Babin, Daivd Babin and Nora Reulet were present to provide reporting. The following items were covered:

- 2025 Plan Verbiage Discussion
- 2025 Renewal Options

- 2025 Renewals:
 - Stop Loss Update - Vince Varisco
 - RxBenefits – Erinn Beekman
- 3rd Quarter Health Plan Expenses
- High Cost Claimants

Jesse Babin discussed the current Plan Document verbiage with regards to 24 – hour coverage. The Plan states that Occupational Injury or Illness is a medical plan exclusion, except for an Assessor who is not covered by Workers' Compensation. There was discussion and the Committee did not elect to make any changes in this language at this time. A motion to keep the verbiage as it currently reads, was provided by Blake Phillips and seconded by Morgan Herring. Without objection, the motion passed.

There was discussion on the Summary Plan Description, applicable to participants under retiree coverage. A Post-65 retiree who is eligible for Medicare must sign up for Parts A & B, with Medicare being primary and LAIF being secondary for coverage of claims. For clarification in the Plan Description language, a motion was provided to include the terms "Medicare Parts A & B". The motion was provided by Rickey Huval and seconded by Richard Kendrick. All were in favor and the motion passed.

The next item for discussion was the Stop Loss Coverage for Medicare Eligible Retirees. Currently, Post-65 retirees are excluded from the stop loss insurance coverage, for medical and pharmacy claims. The committee was provided with the renewal cost of the Stop Loss Coverage, should they elect to include Post-65 Retirees. There was no action taken on this item, as the Committee did not elect to make changes.

David Babin updated the Committee on the Cost Saver Program. Currently, all members are benefiting from the Pharmacy claims savings. The only opportunity to make changes, would be to completely opt out of the Cost Saver Program, as a group. Individual opting out is not allowed. Erinn Beekman with RxBenefits spoke briefly on the program's processing procedures. Since the group, as a whole, is recognizing savings from the Cost Saver Program, the Committee elected not to make changes at this time.

The next item for discussion was the 2025 Annual Blood Draw Screening Program. Empower will again provide the screening program for a cost of \$123 per participating member and a fee of \$7 per mailing to Retirees. USI would like to work with the group to create incentives to encourage more employees and dependents to participate. A motion was provided by Blake Phillips to enter into contract with Empower for this service. Heath Pastor provided a second and the motion passed without objection.

USI provided information on the 2025 Renewal of the Third Party Administrator, Network, Stop Loss Carrier and Pharmacy Benefit Manager. Renewals from our current providers, along with quotes from United Health Care and Blue Cross Blue Shield were delivered to the Committee. Following discussion, Tom Capella offered a motion to renew our contracts with the current providers, with one year rate guarantees. Rickey Huval provided a second and the motion passed unanimously.

The Committee then heard information from the Broker on the opportunity to move Medicare Eligible Retirees to a separate plan. A Group Medicare Advantage Plan would provide the

same coverage as our current plan, with enhanced benefits and potential savings. After discussion, there was no action taken on this matter.

Stop Loss renewal options were discussed. The Committee elected to stay at the \$275,000 Individual Stop Loss, but elected to change to a 12/18 contract. The 12/18 contract would allow one year and 6 months for claims to be processed. Blake Phillips provided a motion. Rickey Huval provided a second and the motion passed.

The other ancillary Insurance Coverages, Basic Life & AD&D, Voluntary Life, Accident, Critical Illness, Vision and Long Term Disability were briefly reviewed, with no changes, as the rate guarantees are through January 2026.

There was brief discussion on the Working Spouse Verification Form. Nora Reulet mentioned that should we elect, we can eliminate mailing the Annual WSV forms. The Association has opted to continue to collect the forms, as it provides information and value.

Erinn Beekman provided reports on our Pharmacy usage for January through September 2024. Compared to January through September 2023, there was a 6% increase. Our average cost per member per month of \$335.19, is compared to industry at \$ 172.66 per member per month. Our Pharmacy spend year to date is \$5.4 million. Our Specialty medication spend actually went down. What was causing the increase in the plan spend, was the nonspecialty brand medication, especially anti-diabetic medications. Ms. Beekman discussed the Caremark Standard Utilization Program and the Protect Program, which are considered for cost control.

As recommended by Errin Beekman, the Committee agreed to add the OmniPod as a covered disposable insulin pump, under pharmacy. It is on the formulary and is on the list as covered class. Tom Capella offered a motion to add the OmniPod. Blake Phillips provided a second and the motion passed.

Also as recommended, the Committee approved updating the underlying preventative drug list, for preventative wellness. This was approved with a motion by Richard Kendrick and a second by Rickey Huval. All approved and the motion passed.

After some discussion, there was no change in the current Standard Utilization Program.

The next item on the agenda was the review and approval of the 2025 Insurance Fund Budget. After some discussion, the committee elected to table the adoption of the budget until the December meeting. The motion to meet in December and review and approve the Budget at that time was provided by Blake Phillips, and seconded by Rickey Huval. Without further discussion or objection, the motion passed.

Approval of the dates for the 2025 Quarterly meeting schedule for the Insurance Committee were approved with a motion by Rickey Huval and a second by Lawrence Patin.

Tuesday, January 21, 2025

Tuesday, April 22, 2025

Tuesday, July 22, 2025

Tuesday, October 21, 2025

The Committee then reviewed the Election of District Representatives to serve a two year term January 1, 2025 to December 31, 2026.

District 2 Richard Kendrick (West Feliciana)

District 4 James "Jimbo" Petitjean (Acadia)

District 6 Billy McBride (Lincoln)

District 7 Denise Edwards (Webster) *to fill unfinished term 1/1/2025-12/31/2025

District 8 Randy Sexton (Iberville)

With no further business called to the attention of the Insurance Committee, the meeting was adjourned, with a motion by Tom Capella and a second by Rickey Huval.