

*City of Napoleon, Ohio*  
**HEALTHCARE COST COMMITTEE**  
**MEETING MINUTES**

**Friday, July 10, 2020 at 8:00 am**

**PRESENT**

Committee	Administration: Joel Mazur-City Manager; Lori Rausch-Acting Finance Director Police Department: Jamie Mendez Non-Bargaining: Chad Lulfs-Chairman; David Mack-Chief of Police Fire Department: Tyler Reiser AFSCME: Roger Eis, Kent Bacon
Clerk of Council	Roxanne Dietrich
City Staff	Lanie Lambert-Human Resources

**ABSENT**

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**CALL TO ORDER**

the Healthcare Cost Committee meeting was called to order by Chairman Lulfs at 8:11 am.

**APPROVAL OF MINUTES**

Hearing no objections or corrections, the September 12, 2019 minutes of the Healthcare Cost Committee were approved as presented.

**WELLNESS/PREVENTIVE CARE CAMPAIGN**

Lambert reported because of COVID, BORMA extended their wellness calendar to July 31, 2020. BORMA will not have anything for the rest of 2020. They will start a new calendar year on January 1, 2021 and will now run on a calendar year instead of a half year. This committee needs to decide if the \$50.00 surcharge will be added to the 2021 health insurance premium for those who do not get their wellness check done in 2020. Normally we have until the end of November to get the wellness check done as the city runs on a calendar year. Lulfs stated he would not be opposed to keeping the \$50 in place since we have until November. Lambert clarified to keep the \$50 surcharge for 2021? Lulfs said the surcharge motivates some people and gives us the possibility to reduce our rate, correct? Mazur – yes. Lulfs said then, I would like to see the surcharge remain in place. Lambert reported for 2019 there were only two employees that did not get their wellness check done. Lulfs said he has heard people complain about having to get a wellness check done, but it's in place for a reason and it seems to be very effective. Two percent is a very low percentage. Mazur asked can we have until the end of the year to get a wellness check done, since BORMA is not going to be doing anything? Lambert replied, we can. We just made it November 30<sup>th</sup> because of open enrollment and the December premium pays for January. Mazur said I agree we should keep the surcharge in place but, would like it if we can and are able to extend the deadline another month to give everyone a chance to get their wellness check completed this year. Lambert said we can run it to whenever. The surcharge would just be for 11 months instead of 12 months for one year. Mazur asked do we need to take this back to Council to approve for next year? Lambert said the last one done was for 2019, we do not have legislation for 2020. The question was asked if we can do one piece of legislation to cover both 2020 and 2021. There was discussion on possibly adopting a permanent policy. Mazur commented by doing legislation annually Council can see the effectiveness. We are looking at having Council approve the 2020 wellness plan that runs until December 31, 2020. Then they would have to approve the Wellness Plan that starts on January 1, 2021

and we would have until November 30<sup>th</sup> to get a wellness check done. We could have it start on January 1<sup>st</sup> of every year and state the wellness check has to be done by November 30<sup>th</sup> of that year, for employees and any spouses that may be on the city health plan. Lambert mentioned the 2021 BORMA Wellness Plan goes from January 1, 2021 until June 30, 2021 for employees to get a wellness exam done. There will be new forms in 2021. Activate will have the forms. There will be more biometrics collected. The doctor will submit the results to Activate who will then generate a report. The second half of 2021 will be directed at education on areas that are affecting our employees. BORMA is no longer doing a rolling calendar year, they are doing a calendar year. Lulfs said we will need legislation for 2020 through the end of December and legislation from January 1, 2021 to June 30, 2021. Lambert asked do we have to have specific dates can't we just say employees participate in the wellness preventive campaign conducted by BORMA? Eis asked do you want BORMA's name in there? Mazur commented who knows if we'll stay with BORMA? Lambert noted BORMA's contract is up at the end of 2021. Mazur suggested doing legislation for the 2020 and 2021 wellness plan with BORMA and then we can re-evaluate where we are at. That will be a discussion for later this year or early next year on what our options are. Lambert said BORMA is trying to pinpoint what wellness programs each city should have instead of having the wellness challenges.

Motion: Eis

Second: Mendez

to approve a Wellness Program for 2020 from January 1, 2020 to December 31, 2020 with Employees and Spouses that are on the City's Health Plan to have a wellness check completed by December 31, 2020 or a \$50.00 surcharge will be added to their monthly health insurance premium in 2021. Starting January 1, 2021 BORMA's 2021 Wellness Campaign will be followed.

Roll call vote on the above motion:

Yea-Administration, Police, Non-Bargaining, Fire, AFSCME

Nay-

**Yea-5, Nay-0. Motion Passed**

#### **ACTIVATE**

Lambert read the report from Activate showing the City's participation from January 1, 2020 to May 31, 2020. The City's total membership on the health plan is 103 employees with only 32 employees having been to Activate. That is only 31%. There are 56 spouse on our plan and only 10 went to Activate. We have 147 dependents on the plan with only 21 dependents going to Activate. The total participation for the first five months was 21%, that is not good. With COVID people were not going to the doctor. Mack commented Activate was not accepting people. Lambert said her goal is to push out information on Activate from now on. Mazur said he didn't use Activate but then, I didn't use anything. Lulfs said he went to his regular doctor. Lambert explained you can get your labs done at Activate and it's free. It's one-third of the cost and does not run through our insurance. Mazur asked we need 65% participation? Lambert said she would like to see 75%. Lulfs admitted he does not have much desire to go to a doctor he has not been to before. Lambert said that is part of getting people to realize there are other things that you can get done at Activate. Mack said they do labs there. Lambert reiterated it will save you money. You are not paying your portion of the labs and it does not run through our insurance so it is not a claim and it's one-third of the cost. I do not want BORMA to look at this and say people are not using Activate so, we are not going to have that service. People wanted this and if we are not using Activate, it could be pulled because it is not saving money. Mack noted this year was a challenge and I can tell you, I went to Activate and they were not taking appointments, they were encouraging you not to go. Mazur said that is true and is something that should be brought up to BORMA. Lambert explained we only have a year-to-year contract with Activate. Mazur said Chapman and Chapman's

pitch on Activate was we have to have a certain amount of participation to see the cost savings. Lulfs suggested promoting Activate specifically for the wellness checks, everybody essentially needs the physical. I don't think any rules are going to change based on results of 2020 for much of anything. This will be an anomaly in history. Lambert said there are now two locations we can use, Archbold and Napoleon. Mack said that is good to know, that has been a downfall. Lambert noted we are still waiting for Defiance. I am trying to set up an email group for all employees on the City's health insurance plan so everyone is getting the information.

Flu shots. Due to COVID-19, Activate is expecting more people will be getting the flu shot than normally do. Mazur asked if kids can go to Activate too? Lambert replied, yes kids can go to Activate. Right now they are trying to see how many flu shots they need to order so they do not run short. Mack asked will we be able to just stop in and get a shot? Lambert noted Activate does not run through our insurance, so there are no claims and it is cheaper than our insurance. Lambert will check if Activate will have flu shots on a certain day or days and if an appointment is needed or if they will set aside a day to give City employees a flu shot.

### **Healthcare Discussion**

BORMA added two new members this year taking them up to 13 members. There are a couple of others they are talking to. BORMA is trying to get more people in the group.

Chapman and Chapman changed their name to Magis Advisory Group. Mazur commented we will see how our premiums change this year.

Lambert reviewed BORMA's first quarter claims. In 2019 the first quarter claims were \$4,210,841. In 2020 the first quarter claims were \$5,532,440. The average members monthly in 2019 was 2,738 and in 2020 it was 3,575 members. By adding the two cities in 2020, there are now more people on the plan. Lulfs noted that is a 30% increase in usage. These are numbers for all of BORMA, not just the City?

Lambert said yes, for the BORMA group.

Aetna rewards started July 1<sup>st</sup>. You sign up on the Aetna member site. You go to the rewards program, put in what procedure you need to have done and it will show you what places you can get the procedure done at. The renewal meeting with BORMA is for September 10, 2020. That is when we will find out our rate for next year. This committee will need to meet soon after that. I will pass out the reports at that meeting.

### **ANY OTHER MATTERS.**

Mack asked if it would behoove us to have intranet for employees to be able to get information. To have a link as a one-stop shop for healthcare to help us get this information out. Mazur said that is something Tewksbury can set up. Mack commented it is a struggle on how to get this information to all of our employees. Instead of relying on a person to relay information to employees, employees can access the information on the intranet. We can even post these meetings. Lulfs said to have a link on the city web page with a password needed to get in. Not all employees have a city computer. Mack reiterated to have the link password protected. A lot of the documents are available on the "Z" drive but if employees do not have access to or use a city computer. Eis suggested maybe you could have a place where questions can be asked or comments can be made. Lulfs said as long as it is not abused, I do not see an issue with it. It could have city announcements for city employees, we don't have that anywhere. Lambert noted one place employees can go to get policy manuals, contracts. Mazur noted it is tough to do get the information out to all employees when you have shifts.

**ADJOURNMENT**

Motion: Mazur  
to adjourn the Healthcare Cost Committee meeting at 8:58 am.

Second: Bacon

Roll call vote on the above motion:

Yea-Administration, Police, Non-Bargaining, Fire, AFSCME

Nay-

**Yea-5, Nay-0. Motion Passed.**

**Approved**

October 2, 2020

  
Chad E. Lulfs, P.E., P.S.- Chair  
Healthcare Cost Committee