

AMENDED CUMBERLAND COUNTY FINANCE COMMITTEE
DECEMBER 2, 2004, 8:30AM

PRESENT: Commissioner Kenneth Edge, Chairman
Commissioner Talmage S. Baggett
Commissioner John T. Henley, Jr.
James Martin, County Manager
Juanita Pilgrim, Deputy County Manager
Amy Cannon, Asst. County Manager
Cliff Spiller, Asst. County Manager
Grainger Barrett, County Attorney
James Silman, Risk Management
Sara VanderClute, Public Information Officer
Kim Kilday, NCACC
John Crumpton, NCACC
Michael Parkerson, BCBSNC
Julie Bare, BCBSNC
Dr. Sarah Weiser, BCBSNC
Mark Browder, Mark III
Marsha Fogle, Clerk
Press: Andrew Barksdale, Fayetteville Observer

1. Approval of Minutes: September 2, 2004

MOTION: Commissioner Henley moved to approve.

SECOND: Commissioner Baggett

VOTE: UNANIMOUS

2. Review of Health Insurance claims data

Dr. Sarah Weiser, BSBSNC, noted the importance of BCBSNC and the county partnering to identify and address opportunities for improving the health of its employees. The Employee Health Partnership Program will help accomplish the goal.

Key opportunities lie in the following areas:

- General Symptoms
- Health Disease
- Hypertension
- Diabetes
- Renal Failure
- Neoplasms
- Back and Joint disorders
- Obesity

Some solutions that are available through partnering are:

- Wellness Inventory
- Health Risk Appraisal
- Screenings
- Health coaching (24-hour nurse line)
- Health Fairs
- Health Line Blue

Healthy Lifestyle Choices (weight management program)
Tobacco Free
Blue Points (physical activity incentive program)
Walking Program (could be an on-site activity)
Your Diabetes Care
Heart Beats
Your Heart Matters
Healthy at Heart
Your Renal Care

Some of the programs noted above are already in place and are being used by some of the county employees. The key to getting employees to use the above programs is to make it worth their while. For instance, the county could establish a base rate and if the employee participates in one of the above programs/activities, the employee could receive a discount on premium paid.

Blue Cross Blue Shield of North Carolina will partnership with the county to improve the health of its employees and slow down the trends of the increasing health costs.

Julie Bare, NCBCBS, reviewed utilization figures for the HMO and PPO for the prior and current years.

In response to a question concerning the county's cost for the first quarter of the fiscal year, Mr. Browder noted claims are up 20% over the prior fiscal year, which in terms of dollars is about \$2 million. Some specific reasons the cost is up is because of some catastrophic type cases that have occurred during this time frame. Commissioner Henley inquired what proportion of the cost is employee and what is family members. This will be addressed at the next meeting.

Dr. Sarah Weiser noted that Cumberland County employees are considered a high-risk population.

Mark Browder shared information that shows that Cumberland County is only one out of the following counties (Montgomery, Hoke, Chatham, Harnett, Scotland, Randolph, Lee, Moore and Robeson) that offers its employees two plans, i.e., HMO and PPO plan. In addition, Cumberland County picks up more of the premium co-pay, the prescription and office co-pay than the other counties noted above. Most Cumberland County employees are in the HMO plan which requires no deductible.

Commissioner Henley said he would like to see cost data for the first six months of this fiscal year. He noted the County has to discuss different options on how it will offer health insurance to its employees.

Kim Kilday, NCACC, noted that standard reports are given to the counties, some twice a year, some quarterly and some on an annual basis. Other reports that may be required by a county will result in a cost, unless the information needed is included in reports already provided. NCACC will provide the county with copies of the standard reports. Once we receive these copies, the County will be better able to identify other reports that it might need.

Meetings to discuss these issues will be held in February and March.

MEETING ADJOURNED: 9:40AM.