

APPROVED MINUTES

LOUISIANA CLERKS OF COURT INSURANCE TRUST BOARD OF TRUSTEES MEETING

MARCH 31, 2021

9:00 AM

BATON ROUGE, LA

A meeting of the Board of Trustees of the Louisiana Clerks of Court Insurance Trust was held on Wednesday, March 31, 2021 at 9:00 am in Baton Rouge, LA

The meeting was called to order by President Bridget Hanna. An opening prayer was given by Dot Lundin and the Pledge of Allegiance was led by Shane LeBlanc.

MEMBERS PRESENT:

President Bridget Hanna	Brian Lestage
Robin Hooter	Dot Lundin
Rick Arceneaux	Debbie Hudnall, Executive Director
Shane LeBlanc	
Susan Racca	
Jeff Skidmore	
Amy Patin	

ALSO, PRESENT: Chelsey Napoleon, Chris Kershaw, Dagmar Hebert, Kim Breard, Ron LaBorde, Lana Labourdette and Ryan Hamilton with Gallagher Insurance.

APPROVAL OF MINUTES: A motion was made by Robin Hooter to approve the minutes of the meeting December 11, 2020. The motion was seconded by Jeff Skidmore. **MOTION CARRIED.**

FINANCIALS: (Report on file in office) Rick Arceneaux presented the financial report as of February 28, 2021.

February 28, 2021

Total Assets	\$ 8,307,474
Total Current Liabilities	\$ 438,155
Incurred but Not Reported	\$ 786,000
 Total Revenues	 \$ 1,195,645
Total Claims & Admin	(\$1,099,862)
Gross Profit/Loss	\$ 95,783
 Total Expenses	 (\$ 28,367)
Total Other Income	(\$ 173)
Net Income/Loss	\$ 67,243

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A motion was made by Brian Lestage to receive the financial report as presented. The motion was seconded by Jeff Skidmore. **MOTION CARRIED.**

GALLAGHER INSURANCE: Ron LaBorde reviewed the plan's performance over the last two years. The largest cost to the plan in claims category is prescription drugs, noting an increase from \$2.61 million in 2019 to \$2.75 million in 2020. The spouse member type is a significant contributor to the plan cost. Kim Breard explained that some plans carve out spouse coverage or charge surcharges. Ron also explained claims are near evenly split between the PPO plan at 49% and the Blue Saver HDHP at 51%. He also noted that the plan was below the aggregate attachment point and ended 2020 at 72.8% versus 2019 at 79.5%. Ron also reviewed the list of top drugs by amount paid in 2020 which make up 33.6% of the RX claims paid, noting 3 on the list are for diabetes treatment.

Medical and Prescription Claims Experience (on file in office):

MEDICAL AND PRESCRIPTION CLAIMS EXPERIENCE – 2019

	Enrolled	Admin	Stop Loss	Medical	RX	Ineligible	Claims Paid	Plan Cost	PEPM
Jan	1,071	\$4,402	\$45,655	\$515,671	\$162,946	(\$43)	\$679,277	\$728,673	\$680
Feb	1,071	\$4,402	\$45,856	\$548,894	\$172,102	(\$352)	\$721,330	\$771,295	\$720
Mar	1,078	\$4,445	\$46,053	\$480,773	\$208,033	\$370	\$688,436	\$739,304	\$685
April	1,072	\$4,423	\$45,916	\$746,753	\$189,129	\$1,012	\$934,124	\$986,220	\$920
May	1,075	\$4,432	\$46,108	\$440,254	\$188,560	\$77	\$628,736	\$679,353	\$632
June	1,072	\$4,423	\$45,916	\$710,056	\$235,938	(\$108)	\$945,628	\$996,334	\$930
July	1,068	\$4,403	\$45,724	\$675,025	\$216,352	\$0	\$891,377	\$941,504	\$882
August	1,067	\$4,407	\$45,584	\$548,337	\$236,212	(\$1)	\$784,550	\$834,539	\$782
Sept	1,067	\$4,407	\$45,635	\$583,102	\$242,956	\$0	\$826,062	\$876,100	\$821
Oct	1,065	\$4,414	\$45,421	\$576,156	\$234,515	\$387	\$810,227	\$860,506	\$808
Nov	1,071	\$4,442	\$45,567	\$626,988	\$251,782	-	\$878,765	\$928,778	\$867
Dec	1,075	\$4,457	\$45,841	\$750,262	\$272,420	-	\$1,023,923	\$1,072,980	\$998
TOTAL	12,852	\$53,054	\$549,275	\$7,202,270	\$2,610,944	\$755	\$9,812,285	\$10,415,544	\$810

MEDICAL AND PRESCRIPTION CLAIMS EXPERIENCE – 2020

	Enrolled	Admin	Stop Loss	Medical	RX	Ineligible	Claims Paid	Plan Cost	PEPM
Jan	1,068	\$5,212	\$38,895	\$399,817	\$178,363		\$578,179	\$622,287	\$583
Feb	1,075	\$5,246	\$38,979	\$526,536	\$197,666		\$724,202	\$768,427	\$715
Mar	1,080	\$5,270	\$39,144	\$698,825	\$180,208		\$879,033	\$923,447	\$855
April	1,089	\$5,314	\$39,458	\$497,062	\$206,564		\$703,627	\$748,399	\$687
May	1,098	\$5,358	\$39,860	\$196,718	\$219,837		\$416,556	\$461,774	\$421
June	1,099	\$5,363	\$39,855	\$509,740	\$245,375		\$755,115	\$800,363	\$728
July	1,092	\$5,329	\$39,640	\$486,338	\$218,215		\$704,553	\$749,522	\$686
August	1,090	\$5,319	\$39,627	\$637,952	\$281,408		\$919,360	\$964,307	\$885
Sept	1,089	\$5,314	\$39,547	\$481,248	\$223,540		\$704,789	\$749,650	\$688
Oct	1,088	\$5,309	\$39,546	\$648,534	\$269,133		\$917,668	\$962,523	\$885
Nov	1,087	\$5,305	\$39,483	\$1,115,017	\$256,217		\$1,371,234	\$1,416,021	\$1,303
Dec	1,091	\$5,324	\$39,684	\$569,085	\$276,524		\$845,609	\$890,617	\$816
TOTAL	13,046	\$63,664	\$473,748	\$6,766,873	\$2,753,051		\$ 8,674,315	\$10,057,337	\$771

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Dental Claims Experience (on file in office):

Ron reported on a comparison of the dental plan from 2018-2020 and the Trust has continued to increase the surplus.

DENTAL CLAIMS- 2019

	Enrolled	Paid Claims	Admin	Plan Cost	Premiums	Loss Ratio	PEPM
Jan	1,381	\$46,902	\$3,812	\$50,713	\$60,980	83.2%	\$36.72
Feb	1,383	\$54,028	\$3,817	\$57,845	\$61,260	94.4%	\$41.83
Mar	1,388	\$58,937	\$3,831	\$62,768	\$61,384	102.3%	\$45.22
Apr	1,382	\$54,783	\$3,814	\$58,598	\$61,198	95.8%	\$42.40
May	1,385	\$63,886	\$3,823	\$67,708	\$61,444	110.2%	\$48.89
June	1,385	\$47,914	\$3,823	\$51,736	\$61,342	84.3%	\$37.35
July	1,384	\$48,702	\$3,820	\$52,522	\$61,118	85.9%	\$37.95
Aug	1,386	\$42,269	\$3,825	\$46,094	\$61,068	75.5%	\$33.26
Sept	1,384	\$44,665	\$3,820	\$48,485	\$60,914	79.6%	\$35.03
Oct	1,381	\$52,324	\$3,812	\$56,136	\$60,824	92.3%	\$40.65
Nov	1,388	\$40,699	\$3,831	\$44,529	\$60,976	73.0%	\$32.08
Dec	1,392	\$50,964	\$3,842	\$54,806	\$61,320	89.4%	\$39.37
TOTAL	16,619	\$606,071	\$45,868	\$651,940	\$733,828	88.8%	\$39.23 avg

DENTAL CLAIMS- 2020

	Enrolled	Paid Claims	Admin	Plan Cost	Premiums	Loss Ratio	PEPM
Jan	1,397	\$48,138	\$3,856	\$51,993	\$61,534	84.5%	\$37.22
Feb	1,406	\$45,688	\$3,881	\$49,568	\$61,642	80.4%	\$35.25
Mar	1,413	\$47,053	\$3,900	\$50,952	\$61,986	82.2%	\$36.06
Apr	1,423	\$17,650	\$3,927	\$21,577	\$62,414	34.6%	\$15.16
May	1,434	\$26,342	\$3,958	\$30,300	\$62,832	48.2%	\$21.13
June	1,434	\$47,021	\$3,958	\$50,978	\$62,862	81.1%	\$35.55
July	1,433	\$51,719	\$3,955	\$55,674	\$62,794	88.7%	\$38.85
Aug	1,431	\$47,445	\$3,950	\$51,394	\$62,880	81.7%	\$35.92
Sept	1,431	\$56,041	\$3,950	\$59,991	\$62,796	95.5%	\$41.92
Oct	1,432	\$44,716	\$3,952	\$48,669	\$62,720	77.6%	\$33.99
Nov	<i>Not provided</i>						
Dec	<i>Not provided</i>						
TOTAL	14,234	\$431,812	\$39,286	\$471,098	\$624,460	75.4%	Avg \$33.10

Ron reported on the subrogation from BCBS stating that \$25,600 had been recovered in 2020. He also reported that as of March 2021 there was only one COBRA participant.

Disability/Vision/Life/STD/LTD: No report presented.

Healthcare Analytics Insights: Ron presented data analysis regarding the plan's performance as compared to the national benchmark from Gallagher's data warehouse. He noted specialty drugs on the plan outpacing the normal versus the benchmark. He also zeroed in on increased prevalence of diabetes on the plan versus the benchmark and the possible disease management opportunity. He also reviewed the health risk index and gap in care to show where wellness opportunities may be advantageous.

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Ron reported that the COVID vaccine is not processing through the insurance plan. The government is paying for the shot and administration. There was discussion as to whether an employer can require employees to be vaccinated, whether you can ask if someone has been vaccinated or not, and whether an incentive can be offered to employees to get vaccinated. Gallagher provided information to the Board regarding employer considerations regarding the vaccine.

There was discussion regarding the increased presence of Ochsner facilities in the State of Louisiana.

COBRA – Ron reviewed a provision of the American Rescue Plan Act (ARPA) regarding federal subsidies for COBRA premiums for 6 months from April 2021-September 2021 for eligible individuals who experienced a reduction in hours or were involuntarily terminated. Gallagher is working with CPI, COBRA vendor to determine the eligible individuals and awaiting the Department of Labor to provide sample notices.

Employee Communication Plan and App - Lana Labourdette presented to the Board a proposed communication plan to the members including Benefit Hub, a customized website to provide information regarding benefits, plans, open enrollment etc. online to the members. The website is lccit.benefithub.com. She also brought to the Board a text message campaign schedule that will push data out via text message to the members monthly.

EXECUTIVE DIRECTOR REPORT:

Audit Update: Debbie Hudnall provided a status update on the Audit for fiscal year ended December 31, 2020. The auditors are finalizing the audit and following up on the few remaining confirmations. She noted a near record time of nearing completion of the audit as compared to previous years past.

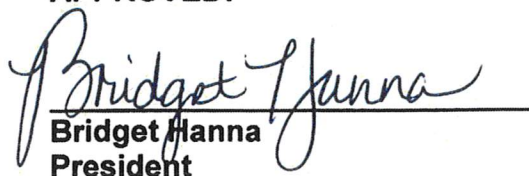
Gallagher Contract Renewal: Debbie stated that the three-year contract term with Gallagher would be ending December 31, 2021. Gallagher will be preparing a proposal for consideration at the next meeting.

OTHER BUSINESS: None

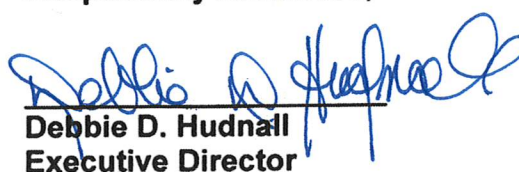
COMMENTS BY BOARD MEMBERS: None.

There being no further business, a motion to adjourn was made by Rick Arceneaux and seconded by Susan Racca. **MOTION CARRIED.**

APPROVED:


Bridget Hanna
President

Respectfully submitted,


Debbie D. Hudnall
Executive Director