

Benefits Committee Meeting Minutes (continued)
Thursday, November 18, 2010 9:45 a.m.
Human Resources Department Training Room, Inner Loop Annex

10:35 am Recessed to Executive Session
10:55 am Reconvened from Executive Session

5) Discuss and take appropriate action regarding employee request to cancel Vision coverage effective November 1, 2010. (Suzanne)

Recommendation: To accept the recommendation from legal counsel.

Motion: Commissioner Lisa Birkman Second: Jay Schade

Motion was made to deny employee request to cancel Vision coverage based on tax implications related to IRS rules. All approved in favor of the motion.

6) Discuss and take appropriate action regarding employee request to cancel Flexible Spending Account election effective November 1, 2010. (Suzanne)

Recommendation: To accept the recommendation from legal counsel.

Motion: Commissioner Lisa Birkman Second: Jay Schade

Motion was made to deny employee request to cancel Flexible Spending Account election based on tax implications related to IRS rules. All approved in favor of the motion.

7) Discuss and take appropriate action regarding employee request to change their Medical plan from Deductible PPO Participant + Family to Core PPO Participant + Family effective November 1, 2010. (Suzanne)

Recommendation: To accept the recommendation from legal counsel.

Motion: Commissioner Lisa Birkman Second: Jay Schade

Motion was made to deny employee request to change Medical plan from Deductible PPO Participant + Family to CORE PPO Participant + Family effective November 1, 2010 based on tax implications related to IRS rules. All approved in favor of the motion.

8) Discuss and take appropriate action regarding employee request to cancel Dental and Vision plan Participant + Child(ren) effective November 1, 2010. (Suzanne)

Recommendation: To accept the recommendation from legal counsel.

Motion: Commissioner Lisa Birkman Second: Jay Schade

Motion was made to deny employee request to cancel Dental and Vision coverage based on tax implications related to IRS rules. All approved in favor of the motion.

9) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from PPO High Plan to Core PPO Plan for Employee and Spouse. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

10) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from PPO High Plan to Core PPO Plan for Spouse and Child. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

11) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from EPO/HMO Plan to EPO Plan for Spouse and Child. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

12) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from EPO/HMO Plan to Deductible PPO Plan for Employee. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

13) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from EPO/HMO Plan to Core PPO Plan for Employee and Spouse. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

14) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from EPO/HMO Plan to Deductible PPO Plan for Employee, Spouse, and Child. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

15) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from EPO/HMO Plan to Core PPO Plan for Spouse. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

16) Discuss and take appropriate action regarding request to carry over until 12/31/2010 in-network deductible and in-network out of pocket from PPO High Plan to Deductible PPO Plan for Spouse. (Suzanne)

Recommendation: The request meets medical necessity. To be consistent with previous Committee action the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket should be approved. The discussion needs to be around how the Committee / UnitedHealthcare will apply the deductible and in-network out of pocket from one plan design to another.

Motion: Commissioner Lisa Birkman Second: John Sneed

Motion was made to approve the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket. All approved in favor of the motion.

Benefits Committee Meeting Minutes (continued)
Thursday, November 18, 2010 9:45 a.m.
Human Resources Department Training Room, Inner Loop Annex

17) Discuss and take appropriate action to create a general rule that may be applied to all future requests to carry over until 12/31/2010 in-network deductible and in-network out of pocket for the following scenarios:

PPO High → \$750/\$2500	Core PPO NA/\$3500	PPO Low → \$1250/\$3000	Deductible PPO \$1250/\$3000	EPO/HMO → \$300/\$1500	EPO \$300/\$3500
PPO High → \$750/\$2500	Deductible PPO \$1250/\$3000	PPO Low → \$1250/\$3000	Core PPO NA/\$3500	EPO/HMO → \$300/\$1500	Core PPO NA/\$3500
PPO High → \$750/\$2500	EPO \$300/\$3500	PPO Low → \$1250/\$3000	EPO \$300/\$3500	EPO/HMO → \$300/\$1500	Deductible PPO \$1250/\$3000

Based on the rule created, the Human Resources Department would communicate the information to the member/patient upon receiving the inquiry and then forward to UnitedHealthcare for system adjustments. If received, only unique requests would be referred back to the Benefits Committee.

Motion: Jay Schade

Second: Commissioner Lisa Birkman

Motion was made that the request to carry over until 12/31/2010 in-network deductible and in-network out of pocket may be approved or denied by Human Resources based on medical necessity with the option to appeal to the Benefits Committee. Approved requests based on medical necessity will receive credit during the months of November 2010 and December 2010 for their in-network deductible and/or in-network out of pocket met as of 10/31/2010. All requests (approved / denied) should be reported back to the Benefits Committee. The carry over applies only to claims with date of service 11/1/2010 to 12/31/10 and the request must be received in HR by March 31, 2011. All approved in favor of the motion.

18) Discuss and take appropriate action regarding UnitedHealthcare audit conducted by Smith & Associates Consulting.

Reviewed Report of Focused Medical Claim Audit performed by Smith & Associates Consulting.

Loss of Quorum – Meeting adjourned at 12:42 p.m.

19) Review Funding and Open Enrollment Benefit Elections. (Eric)

20) Review of Human Resources departmental financial reports. (Michelle)

21) Discuss and take appropriate action regarding recommendation to the Commissioner's Court for new voting Member of the County's Benefits Committee.

22) Discuss and take appropriate action regarding "Biggest Loser" competition. (Suzanne)

23) Other Business as Necessary.

Please note that any of these agenda items may be addressed in executive session as determined by legal counsel.

Meeting adjourned at 12:42 p.m.

Minutes submitted by:

Lucy Regimbal
Lucy Regimbal

12/9/2010
Date

Minutes approved by:

Suzanne Hays
Suzanne Hays

12/9/2010
Date