

**COMMISSIONERS' MINUTES
KITTTITAS COUNTY, WASHINGTON
COMMISSIONER'S AUDITORIUM
SPECIAL MEETING**

MONDAY

9:45 A.M.

APRIL 24, 2017

Board members present: Chairman Paul Jewell; Vice-Chairman Laura Osiadacz & Commissioner Obie O'Brien.

Others: Mandy Buchholz, Deputy Clerk of the Board II; Lisa Young, HR Director; Tom Cash, Union Rep., Members of the Benefits Committee: Paula Hiatt, Brett Wachsmith, Dana Glenn and Chris Horner and one member of the public.

Presenters: Larry Cade, Washington State Health Care Authority (PEBB). Keith Robertson, Vice President; Julie Forinash, Consultant; Christian Rothrauff, Lead Underwriting Consultant.

SPECIAL MEETING BENEFITS VENDOR PRESENTATION COMMISSIONERS

At 9:45 a.m. Chairman Jewell opened a Special Meeting to receive presentations from two separate healthcare benefits providers that were recommended by the County Benefits Committee.

PRESENTATION WSHCA-PEBB-PRESENTATION COMMISSIONERS

Larry Cade, Washington State Health Care Authority (PEBB) (9:45 a.m. - 10:30 a.m.), provided handouts and reviewed materials relating to the benefits that PEBB would be able to provide for Kittitas County. Mr. Cade reviewed the 5 policies that Kittitas County would have offered if the County enrolled: Group Health(Kaiser) Classic/Group Health (Kaiser) CDHP/Group Health (Kaiser) Value/Uniform Medical Plan Classic/UMP CDHP. He reviewed the 2017 medical benefits to each plan and the cost comparison. Mr. Cade also reviewed the 2017 dental benefits comparison; group term life and AD&D Ins.; long-term disability insurance; Smart Health program; 2017 PEBB Retiree monthly rates as well at the application process for groups with 5,000 or more employees/eligibility for groups and cost associated with enrolling \$1,500.00 (one-time fee).

There was a brief question and answer opportunity and discussion on the Health Savings Account (HSA) and the individual and family contribution from PEBB for the high deductible plans. There was questions over the amount of growth PEBB has seen in the past few years.

PRESENTATION ALLIANT - PRESENTATION COMMISSIONERS

APPROVED
5-2-17

Keith Robertson, Vice President; Julie Forinash, Consultant; Christian Rothrauff, Lead Underwriting Consultant, Alliant Employee Benefits (10:30 a.m. - 11:30 a.m.), gave introductions and a packet of materials for the Board's review. Keith Robertson, Vice President stated that Alliant is the 3rd fastest growing benefits broker with 27,000+ clients nationwide. He stated that they have 2,700 employees in over 90 offices and their clientele is 12,500+ global employers with 2.8 million employees worldwide. He reviewed their core competencies and regional public entity clients that would have similarities to Kittitas County. He provided their interpretation of the project purpose with the question they were tasked with as well as their mission, project deliverables and implementation/on-going support. Christian Rothrauff, Lead Underwriting Consultant reviewed details relating to cost containment strategies & data warehouse input and output. Julie Forinash, Consultant stated that Sawyer Kiracofe, AVP Account Executive worked with the City of Ellensburg when they were recruited to review benefits and costs. She stated that Sawyer would be a great resource for questions relating to that project but was unable to attend this meeting. There was review of the benchmarking process, rate methodology and preliminary results they came up with just based on a few comparable plans to what the County offers and from their first review it appeared that there was a fair amount of money being spent that didn't necessarily have to be. They discussed Trust vs. Direct and the positives of working with a Trust as well as the negatives.

Keith Robertson, Vice President reviewed the cost and time needed from County Staff to develop and present the discovery (\$750.00). He stated at that point the County would either chose to move forward and have the analytics and marketing compiled and presented or opt to stay where they are at. He stated that expense would be an additional \$13,750.00. He explained that if no changes are adopted, Alliant will refund 50% of that fee, less the cost of the third party review.

The Board inquired on further details about services provided as well as questions relating to the amount of growth Alliant has seen over the past few years. Chairman Jewell questioned how long it would take for the analysis to be done and get back to the County. The Board discussed with members that were present of the County Benefits Committee what they would like to see the County move forward with. Majority of committee members present and the Board were in support of seeing what the study would present. The Board stressed that they needed the study to factor in the County's desire to continue to have VEBA, noting that was the biggest concerns for employees.

They tasked Lisa Young, HR Director with preparing an Agreement with Alliant for the Board to consider allowing the study to be done,

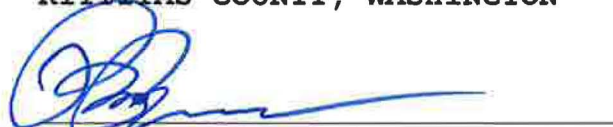
noting VEBA must remain as an offered service or present similar alternatives.

Meeting adjourned at 11:52 a.m.

DEPUTY CLERK OF THE BOARD


Mandy Buchholz

**KITTITAS COUNTY COMMISSIONERS
KITTITAS COUNTY, WASHINGTON**


Paul Jewell, Chairman