

Minutes

State, Local Education and Local Government Insurance Committees October 21, 2021

The State, Local Education and Local Government Insurance Committees met on October 21, 2021 at 1:00 pm (central) in Conference Rooms A and C, 3rd Floor Tennessee Tower, Nashville, Tennessee and via WebEx.

State Insurance Committee members participating:

Butch Eley, Commissioner, Finance and Administration
Jaclyn Harding, representing Jason Mumpower, Comptroller of the Treasury
Rick Dubray, representing David Lillard, State Treasurer (by teleconference)
Carter Lawrence, Commissioner, Commerce and Insurance
Juan Williams, Commissioner, Human Resources
Michelle Consiglio-Young, state employee representative
Randy Stamps, Tennessee State Employees Association
Holly Girgies, representing Higher Education

Local Education Insurance Committee members participating:

Butch Eley, Commissioner, Finance and Administration
Jaclyn Harding, representing Jason Mumpower, Comptroller of the Treasury
Rick Dubray, representing David Lillard, State Treasurer (by teleconference)
Carter Lawrence, Commissioner, Commerce and Insurance
Maryanne Durski, Department of Education (by teleconference)
Scott Langford, middle TN School Employee representative (by teleconference)
Erin Johnson, east TN School Employee representative (by teleconference)

Local Government Insurance Committee members participating:

Butch Eley, Commissioner, Finance and Administration
Jaclyn Harding, representing Jason Mumpower, Comptroller of the Treasury
Rick Dubray, representing David Lillard, State Treasurer (by teleconference)
Kevin Krushenski, Tennessee Municipal League

Commissioner Eley called the meeting to order at 1:00 pm (central) and noted designees attending on behalf of members. A roll call of attendance noted a quorum from each Committee was participating in the meeting; however, due to scheduling conflicts, less than a quorum of Local Education Committee members was present in the meeting room. Commissioner Eley advised that under TCA Section 8-44-108, the Committee can rely on the participation of members by telephone or other electronic means to constitute a quorum only upon a finding of necessity by the Committee.

Ms. Durski made a motion that the Local Education Insurance Committee proceed under the provisions of TCA 8-44-108 due to the nature and timing of items on the agenda. Commissioner Eley seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	absent
Durski	yes	Langford	absent
Johnson	yes		

Agenda Item #1 – Minutes of August 26, 2021 Meeting

Mr. Stamps made a motion that the State Insurance Committee approve the August 26, 2021 minutes as presented. Commissioner Williams seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Williams	yes	Consiglio-Young	yes
Stamps	yes	Girgies	yes

On behalf of the Local Education Insurance Committee, Commissioner Lawrence made a motion to approve the August 26, 2021 minutes as presented. Commissioner Eley seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Durski	yes	Langford	absent
Johnson	yes		

On behalf of the Local Government Insurance Committee, Commissioner Eley made a motion to approve the August 26, 2021 minutes as presented. Mr. Krushenski seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Krushenski	yes

At this point in the meeting, Mr. Langford joined the meeting virtually.

Agenda Item #2 – Vision Benefits

Bob Smith, Director, Voluntary Benefits, Benefits Administration (BA), informed members that the proposed benefit design changes were a result of input from vendors offering vision benefits, Aon Consulting, BA’s contracted consulting actuary, and a review of other public sector employee plans. Mr. Smith highlighted the following key design changes to the vision benefits:

- Move from discount to copays and benefit allowances
- Adjust copay differential between the Basic and Expanded Plans
- Update copays and benefit allowances
 - Copay for contact lens fit and follow-up will be reduced in both plans
 - Allowance for eyeglass frames to be increased in Basic Plan
 - Copay for different types of lenses to be increased in both plans
 - Allowance will be changed to copay for progressive lenses in Basic Plan

- Copay for progressive lenses in Expanded Plan will be reduced
- Discount will be changed to copay for anti-reflective coating in Basic Plan
- Copay for anti-reflective coating in Expanded Plan will be increased

Mr. Stamps made a motion that the State Insurance Committee approve the proposed vision benefit design changes as presented. Commissioner Lawrence seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Williams	yes	Consiglio-Young	yes
Stamps	yes	Girgies	yes

On behalf of the Local Education Insurance Committee, Commissioner Lawrence made a motion to approve the proposed vision benefit design changes as presented. Ms. Durski seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Durski	yes	Langford	yes
Johnson	yes		

On behalf of the Local Government Insurance Committee, Mr. Krushenski made a motion to approve the proposed vision benefit design changes as presented. Commissioner Eley seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Krushenski	yes

Agenda Item #3A – Plan Document Changes

Laurie Lee, Executive Director, BA, informed members that staff continues their extensive review of the Plan Document to reflect changes in policies and procedures and to better clarify definitions, benefits, and exclusions. The first proposal presented by Director Lee was an update to the definition of the Employee Assistance Program (EAP) Services Administrator to mirror the definition of the Claims Administrator and Pharmacy Benefits Managers as well as clarification that retirees must be enrolled in the State’s medical plan to be eligible for EAP services.

The second item dealt with proposed changes to the dependent definitions as follows:

- Allow eligible dependents in guardianship, custody or conservatorship arrangements access to plan benefits when supported by a valid court order;
- Removal of the requirement for stepparents to provide “care and support” for stepchildren; and
- Replace “foster children” with a clear definition of those individuals who are ineligible for coverage as a dependent.

Director Lee noted that at their prior meeting, the Committees had changed the guardianship definition due to state statute; however, as Plan Administrators, the Committees can permit dependents beyond the age of 18. The proposed definition would permit custodial and conservatorship arrangements in addition to guardianship. In response to a member inquiry, Mary Ferrara, F&A Legal Counsel, advised that stepchildren are eligible for coverage regardless of where they reside.

Mr. Stamps made a motion that the State Insurance Committee approve the Plan Document changes as presented. Commissioner Eley seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Williams	yes	Consiglio-Young	yes
Stamps	yes	Girgies	yes

On behalf of the Local Education Insurance Committee, Mr. Langford made a motion to approve the proposed Plan Document changes as presented. Ms. Durski seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Durski	yes	Langford	yes
Johnson	yes		

On behalf of the Local Government Insurance Committee, Mr. Krushenski made a motion to approve the proposed Plan Document changes as presented. Mr. Dubray seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Krushenski	yes

Agenda Item #3B – Voluntary Programs – Certificate of Coverage Changes

Director Lee advised that the State Plan aims for eligibility, enrollment and effective date of coverage for the voluntary programs to mirror the medical plan provisions whenever possible. Ms. Lee presented a recommendation that when changes to the medical Plan Documents are approved, BA be authorized to make the changes to the Voluntary Products' Certificates of Coverage to the fullest extent allowed by law. It was requested that the Insurance Committee members be updated when this occurs.

Mr. Stamps made a motion that the State Insurance Committee approve the recommendation relative to updates to the Voluntary Products' Certificates of Coverage. Commissioner Lawrence seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Williams	yes	Consiglio-Young	yes
Stamps	yes	Girgies	yes

On behalf of the Local Education Insurance Committee, Mr. Langford made a motion to approve the recommendation relative to updates to the Voluntary Products’ Certificates of Coverage. Commissioner Lawrence seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Lawrence	yes
Durski	yes	Langford	yes
Johnson	yes		

On behalf of the Local Government Insurance Committee, Mr. Krushenski made a motion to approve the recommendation relative to updates to the Voluntary Products’ Certificates of Coverage. Ms. Harding seconded the motion, which passed with the following roll call vote:

Eley	yes	Harding	yes
Dubray	yes	Krushenski	yes

Agenda Item #4 – Procurement Subcommittee Report

Seannalyn Brandmeir, Director of Contracts and Procurement, BA, reported that the Procurement Subcommittee met on September 23, 2021 to review the one-year follow-up of the Subcommittee recommendations and to address questions and concerns submitted by the members. Additionally, BA staff and a representative of the Central Procurement Office conducted a general discussion on protests, Request For Proposal (RFP) timing and other related topics. The report was presented for informational purposes only.

Agenda Item #5 – Behavioral Health Presentation

Dr. Andrea Dowdy, Clinical Director, BA, shared a PowerPoint presentation with members focusing on the behavioral health benefits and network improvements since 2017. BA focused on areas for improvement such as stigma around mental health, increasing support for anxiety and depression, awareness of benefits and access to in-network care. Additionally, the EAP program was rebranded as Here4TN – Support For Your Life. Dr. Dowdy reviewed efforts to increase access to in-network care and updated members on the growth of Tennessee providers in areas such as psychiatrists, substance use, autism spectrum, medication assistance and eating disorders. Members were advised of new contract additions for 2022 which included enhanced case management, family support program, and member advocacy and navigation assistance. No action was required as this item was presented for informational purposes only.

Agenda Item #6 – Audit Committee Report

Christa Martin, Director of Financial Management and Program Integrity, BA, presented a report on the Audit Committee activities for their meetings of February 18, and October 13, 2021. Members were advised that the Audit Committee approved the 2021 Calendar of Events and revisions to the Financial Oversight Plan. Additionally, the Audit Committee reviewed audits performed by the Comptroller of the Treasury for FY2020, the Pharmacy Benefit Manager (PBM) Audit and Monitoring Report and heard presentations from the Comptroller’s Office and Aon Consulting on completed audits. Ms. Martin

advised that members reviewed Program Integrity monitoring activities for 2020, the enterprise risk assessment and were updated on the status of various audit engagements currently underway. No action was required by the full Committees on this item.

There being no further business, the meeting was adjourned at 2:30 pm.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "Laurie S. Lee". The signature is written in a cursive, flowing style.

Laurie S. Lee