

The Board of Commissioners of Fayette County, Georgia met in Official Session on Friday, June 30, 2006, at 2:00 p.m. in the public meeting room of the Fayette County Administrative Complex, 140 Stonewall Avenue, Fayetteville, Georgia.

COMMISSIONERS PRESENT:           Greg Dunn, Chairman  
  Linda Wells, Vice Chair  
  Robert Horgan  
  Peter Pfeifer

COMMISSIONER ABSENT:           Herb Frady

STAFF MEMBERS PRESENT:       Chris Venice, County Administrator  
  Dennis Davenport, Assistant County Attorney  
  Carol Chandler, Executive Assistant  
  Peggy Butler, Chief Deputy Clerk

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Chairman Dunn called the meeting to order.

**OLD BUSINESS:**

**Discussion of Fayette County's Employee Health Insurance.**

Connie Boehnke, Director of Human Resources, turned the meeting over to Guy Morrison of Strategic Benefit Solutions, to update the Board on the status of the Blue Cross/Blue Shield (BC/BS) insurance issue. Mr. Morrison remarked that as of this moment there were no updates on the negotiations between Blue Cross/Blue Shield and Piedmont. He said the contingency plan they had in place would need to be executed at midnight tonight unless between now and then Blue Cross/Blue Shield (BC/BS) and Piedmont came to terms.

Mr. Morrison said there were some things he wanted to provide and discuss as it related to the contingency plan. He said the first thing was an overview. He said they had discussed the contract issues between BC/BS and Piedmont and what should be done in the event that the negotiations did not result in a continuation of a relationship as of July 1, 2006. He said as of today they had a completed plan of action.

Mr. Morrison said they had a commitment letter from CIGNA that stated as of midnight on June 30, 2006, if Fayette County sent them an acceptance letter to the deal terms, coverage would start immediately. He said if something happened between now and then, and BC/BS and Piedmont came to terms, Fayette County would have no commitment to CIGNA.

Mr. Morrison said there was a letter for the chairman of the Board to sign which was a termination of the BC/BS contract. He said there was also a letter for the chairman to sign which was the acceptance of the CIGNA contract. He said both of these letters would be sent after midnight tonight in the event that the deal was not reached with BC/BS and Piedmont.

Mr. Morrison said they also wanted to discuss the fact that it was requested from BC/BS a detailed listing of each member covered by Fayette County under the BC/BS plan and which primary care physician the employee used today. He said with that list it was Fayette County's intent to match it up with CIGNA and find out what disruption would take place in moving to CIGNA. He said they knew that CIGNA and Piedmont did have an agreement so the biggest bulk of the inpatient/outpatient and physician services would be covered. He said it was a different network which meant that was a possibility of disruption. He said Blue Cross did not send that document. He said therefore Fayette County's Human Resources Department had

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worked diligently to pull the data from Blue Cross' system. He said he wanted to give the Board an overview of what they had found.

Mr. Morrison reminded the Board that all information discussed today was based on if Fayette County made a move to CIGNA at midnight tonight. He said the report showed that there were 11,091 members covered at the county. He said members were defined as the employee or any dependent. He said out of the 11,091 members, 57 members would be forced to select a new primary care physician. He said that was about a 95 percent match. He said within the 5 percent disruption all but four of those members went to three primary care physicians. He said there was a clear commitment from CIGNA that if Fayette County did move to CIGNA their provider relations group would pro-actively offer inclusion into the HMO and POS networks to these three physicians. He said in the event these three physicians accept the HMO and POS contracts the county would be left with four individuals that would be considered out of network. He said this meant that out of 95.2% of all members would not have to change primary care physicians with the move to CIGNA.

Chairman Dunn asked when the approach would be made to cover the 57 people who would have to select a new primary care physician. Mr. Morrison replied that CIGNA was committed to make an outreach call on Monday. Darrell Cutts said he would be glad to personally call the physicians on Monday.

Commissioner Wells asked what would happen to those 57 people between midnight tonight and Monday morning. Mr. Morrison said it would be the same as what would happen to everyone. They all had a primary care physician that was selected. He said if something happened outside of emergency care they would be required to go their primary care physician. CIGNA has provided a letter that outlined the benefit coverage and for the first month of coverage that members did not need to get a referral to go to a specialist. He said the letter also provided a phone number and contact information for the physician. He said this document would be located at two locations which would be communicated through the Human Resources Department and the 1-800 number that had been set up. He said the library would have this letter tomorrow at to hand out to BC/BS members.

Darrell Cutts said he would also put these letters at the registration desk at Piedmont Hospital.

Mr. Morrison said they had tentative meetings set up with CIGNA on Wednesday for formal implementation. He said Human Resources had everything necessary to provide to CIGNA on Wednesday. He said formal ID cards were scheduled to be distributed to the members no later than August 1.

Chairman Dunn said everyone should understand if the agreement was signed by midnight tonight we would stay where we were.

Chairman Dunn said he had talked with people involved with the negotiations and now they were not even talking about the issues but were talking about transition. He said he had a long discussion with John Oxendine, Commissioner of Insurance for the State, and he acted as an objective arbitrator and was totally unsuccessful.

Chairman Dunn said Darrell Cutts had told him all along that Piedmont was not going to let the county employees be left out in the cold with this.

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Chairman Dunn said CIGNA had gone way beyond what a company would ordinarily do to facilitate this arrangement.

Chairman Dunn said he wanted to thank the Human Resources Department for the fantastic job they did going through all the records and trying to do the matches and get everything ready. He said the CIGNA people were amazed that the county had employees who were able to do all of this work in 2 days. He also wanted to say thanks to Guy for his company working with the county and fighting for the county to get this issue resolved.

Commissioner Wells asked what plans had been made to notify all of the employees of the final outcome that would be determined as of midnight tonight. She said it was a long weekend and many people would be traveling. Mr. Morrison said there was an 1-800 line set up which would tell them where the forms were available. Connie Boehnke said a flyer had been sent out for every department with information about an internal phone number with an extension of 5444 that was being updated twice a day. She said employees could call this number and hear information from the Human Resources Department. This line would be updated at 4:00 p.m. this afternoon. She said the holiday weekend made it even more difficult to contact everyone.

Chairman Dunn asked if someone was on vacation already and they got hurt and went to the nearest emergency room and showed their BC/BS card Monday would that be a problem. Mr. Morrison said in event it was an emergency, both BC/BS and CIGNA plans provided for the covered member to go to the nearest facility and be covered as it was an emergency room. He said in or out of network would not impact the covered member if it was an emergency.

Mr. Morrison said there was absolutely no lapse in coverage at any time during this transition.

Commissioner Horgan asked what it was costing the County to move from BC/BS to CIGNA? Mr. Morrison replied that they had given CIGNA a directive when talking with them that the county had just renewed with BC/BE effective June 1. He said they had just finalized the contract from June 1 to May 31, 2007. He said the directive to CIGNA was that the county wanted benefits that matched as close as possible for the exact same premium levels so there would be no impact from the employee contributions or the county budget. He said from that side of it there was no financial impact. He said the other side was that of the cost of communication and the administrative work the county was doing. He said CIGNA had given the county \$2,500 to help with the cost of this transition.

Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, authorizing the chairman to sign two letters, both effective July 1, 2006; one to Blue Cross/ Blue Shield of Georgia terminating the county's current agreement for providing employee health insurance and another with CIGNA Healthcare assigning the county's employee health insurance program to CIGNA for a period beginning July 1, 2006 and terminating May 31, 2007. Motion carried 4-0. Commissioner Frady was absent. Copies of these letters, identified as "Attachment No. 1," follows these minutes and is made an official part hereof.

Motion was made by Commissioner Wells, seconded by Commissioner Pfeifer, to adjourn the meeting. Motion carried 4-0. Commissioner Frady was absent.

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There being no further business to come before the Board, Chairman Dunn adjourned the meeting at 2:30 p.m.

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Peggy Butler, Chief Deputy Clerk

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Gregory M. Dunn, Chairman

The foregoing minutes were duly approved at an official meeting of the Board of Commissioners of Fayette County, Georgia, held on the 6th day of September 2006.

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Peggy Butler, Chief Deputy Clerk