



City of Duluth  
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Duluth Joint Powers Enterprise Trust  
Board of Trustees Minutes Meeting  
Wednesday, May 15, 2024 at 11:00 am

**Board Members Present:** Dan Hartman, Jill Keppers, Dave Montgomery, Tom Werner

**Others Present:** Jodi Amundson, Josh Bailey, Joelle Bodin, Jen Carlson, Keely Downs, Robb Enslin, Angel Hohenstein, Pete Johnson, Chris Kibler, Lauren Schuette, Matt Silverness, Eric Thompson, Ben VanTassel, Tammie Walsh, Wendy Wohlwend, Diane Schlossin

**Brown & Brown** - Jodie Elder, Carter Fallen

**Sand Creek EAP** – Bob Lyman, DJ Enga

**Medica** – Dan Plocker, Dana Sohm, Joan Wanzek

Chair Dave Montgomery called the meeting to order at 11:09 a.m.

**Approval of Minutes:** Motion was made to approve the January 17, 2024 minutes. Motion by Dan Hartman; seconded by Tom Werner. Approved.

#### **Treasurer's Report:**

Josh Bailey reviewed the financial statement for April 2024. Medical claims are down 1.24% and drug claims are up 4.25% compared to last year. Health Plan revenues were over budget by \$642,404. Health Plan expenses were under budget by \$567,562. The Income Statement for Healthcare showed a reserve balance of \$18,023,702 of April 30, 2024. Dental showed a reserve of \$589,019 as of April 30, 2024.

Motion by Jill Keppers; seconded by Dan Hartman. Approved.

#### **New Business:**

Annual Reviews 2023

##### 1. Sand Creek Employee Assistance Program (EAP)

Bob Lyman and DJ Enga presented on the 2023 Annual review

- Joint Powers far exceeds the means average of 4 to 5% nationally. Usage of the EAP Counseling for 2023 were City of Duluth 18%, DECC 25%, and HRA 24%. Usage of EAP Access to Work-Life Portal for 2023 were City of Duluth 52%, DECC 63% and HRA 54%.
- Actionable Items and providing resources to members
- Employees and family members are reaching out in larger numbers over the last two years. Sand Creek has added internal clinical staff and provides virtual and telehealth counseling to assist a variety of requests.
- Bob Lyman is the case manager for chemical health concerns and onsite counseling requests and training when appropriate.
- DJ Enga continues to work with Angel and will provide help with suggested changes to the Wellbeing Program.

## 2. Medica

Dan Plocher presented on the 2023 Annual review

- \$718 overall plan paid per member per month (PMPM) 14.25 higher than Benchmark
- 1.13 Population risk score which is 13% higher than Benchmark
- 92 Number of High-Cost Claimants in 2023 – 12% increase YOY
- \$82 Inpatient per member per month 30.7% decrease YOY 18.7 lower than Benchmark
- \$134 Pharmacy per member per month 6.9% increase YOY Equal to Benchmark
- \$90 Musculoskeletal per member per month (PMPM) 15.4% increase YOY 73% higher than Benchmark
- Focus on Musculoskeletal issues in coming year – Virtual PT appointments options
- Breakdown Emergency Care vs Convenience care – continue to bring awareness to members the cost savings
- Virtual Online care at no cost to members – continues to save costs vs going to urgent or emergency room
- Promotion and engagement of Omada programs and My Health Rewards

## 3. Delta Dental

Jodi Elder (Brown & Brown) presented on behalf of Heidi Anderson the 2023 Annual Review

- Avg claim cost per employee down -4.5% High Option and up 11.9 % on low option
- 64.2% of members received at least one preventative cleaning in 2023 (an increase of 1% over 2022)

### **Wellness Report:**

Angel provided an overview of potential changes to the Wellbeing Program

- Participation numbers remain constant but not growing
- Would like to keep the wellbeing program but simplify it
- Participant form updated and condensed
- Approval from board members to change the required component of physical to earn incentive - if it could include age appropriate screenings OR physical
- Offer incentives such as \$25.00 for physical and \$150-\$1000 options for additional levels

### **From JPE Board members:**

- Send out a survey as to what is holding employees back from participating.
- What would it take to increase participation to 40% or 50%?
- Find actionable items and work on those for possible changes

Motion to adjourn by Jill Keppers; seconded by Dan Hartman. Approved. Meeting adjourned at 12:30 a.m.

Next meeting: Wednesday, August 21, 2024 at 11:00 am

Minutes respectfully submitted by,

Diane Schlossin  
Human Resources Technician  
City of Duluth