

HCPC MEETING MINUTES

DATE AND TIME: December 9, 2015, 3 PM

LOCATION: Risk Management Building

VOTING MEMBERS:

X	Joel Burns	KPEA
X	Vaughn Dosko	KPAA
PHONE	Matt Fischer	KPEA
X	Clayton Holland	District
ABSENT	Dave Jones	District
ABSENT	Laurie Olson	District
X	Bruce Rife	KPEA
X	Tracy Silta	KPESA
X	Patty Sirois, chair	KPESA
X	Pam Van Hoozer	KPESA
X	Terri Zopf-Schoessler, secretary	KPEA

QUORUM PRESENT: (NINE MEMBERS NEEDED) X YES _____ NO

ADMINISTRATION/CONSULTANTS:

X	Stacey Cockroft	Benefits Manager
X	Joann Reiner	Plan Administrator
X	Colleen Savoie	Parker-Smith-Feek Consultant

GUESTS PRESENT:

A. CALL TO ORDER BY: Patty Sirois **TIME:** 3:04 PM

1. Approval of Agenda: X as written _____ with additions

a. MOTION: Tracy Silta SECOND: Joel Burns VOTE: Unanimous

2. Approval of Minutes: 05/06/15 and 10/14/15 X as written _____ with additions

a. MOTION: Vaughn Dosko SECOND: Tracy Silta VOTE: Unanimous

B. REPORTS

1. Joann Reiner, Plan Administrator: Nothing new to report.

2. Stacey Cockroft, Benefits Manager: Stop-loss report information from Rehn will be emailed to the committee monthly. Currently stop-loss has reimbursed the district \$750,209.50 with an additional \$266,199.53 in charges pending. There are unreimbursed or excluded charges totaling \$1,286.40.

3. Laurie Olson, Director of Finance: Current spreadsheets available via email. Audit should be completed by January, 2015.

4. Colleen Savoie, Parker-Smith-Feek Consultant

a. Providers whose charges are frequently over UCR: Colleen provided this document; however, the information provided is subject to so many conditions and caveats that

members concluded that it would be more helpful to reissue the Questions to Ask Your Health Care Provider document. This document includes questions and terminology to aid plan members' discussion with providers concerning billing, coding, prescriptions, etc. Colleen agreed to provide HCPC members with a new draft of this document at the next meeting.

- b. Health Fair participants: Colleen and Stacey provided a document providing information about the number of participants in the health fairs over the past five years. Participation is down from the 2013 high, so discussion centered on the best ways to encourage voluntary participation in them. Challenges included the limited locations, scheduling conflicts, long wait times, and—in the case of flu shots, for example—the increased options members have. Suggestions included postcards, calendar invites, and robo-call notifications.
- c. Open enrollment: The above discussion also included concerns about the district's open enrollment period. Although the open enrollment period begins on July 15, many employees are not hired until August or later. The same notification systems were discussed to notify employees about open enrollment periods. Patty Sirois and Vaughn Dosko agreed to explore the costs of notifying 1,240 employees via postcards; this item will be included under Old Business in the next meeting.
- d. Caremark: Caremark was chosen to extend its prescription contract for 2017-2018. Their participation is projected to save the district about \$300,000 in 2016, so this extension should yield savings as well as a continuation rather than a disruption in services.

C. OLD BUSINESS

1. High Deductible Health Care Plan: The high deductible health care plan proposed during current contract negotiations for all district employees sets the proposed deductible at \$1,500 per person/\$3,000 per family with an increase of \$3,300 in employees' paychecks annually. Matt Fischer questioned Colleen Savoie about projected cost savings—presumably from decreased usage—under this proposed plan; Colleen did not have those numbers readily available without research; Joann Reiner indicated that Dave Jones, Laurie Olson, and Colleen would research the matter and have an answer by the next meeting. There was additional discussion about where the separation of negotiations' and HCPC's responsibilities lie.

D. NEW BUSINESS

1. Employee Rate: Discussion centered on when to set and at what level to set the employees' 15% contribution rate since the vote has been delayed over continuing contract negotiations. Issues include increasing the employee contribution to cover potential shortfalls, using/replacing the health reserve, setting the rate in time to minimize its impact—especially on KPESA members, and predicting costs based on past usage. Subcommittee members—Patty, Terri, Tracy, Pam, Matt, Joel, Bruce, and Vaughn—elected to vote on the 15% employee contribution rate at the January meeting.

E. ADJOURN TIME: 4:32 PM

- a. MOTION: Terri Zopf-Schoessler SECOND: Pam Van Hoozer VOTE: Unanimous

F. NEXT MEETING January 13, 2016, 3 PM, Risk Management Building