

KPBSD Heath Care Committee

Draft Minutes

Meeting Date:	9/19/2012	Time:	2:45 PM	Location:	KPB Risk Management Office
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Voting Members Present

Telephonically	Terri Tidwell (HCPC Chair, KPESA)	Present	Matt Fischer (HCPC Secretary, KPEA)
Present	Patty Sirois (KPESA)	Telephonically	Bruce Rife (Outgoing HCPC Chair, KPEA)
Absent	Carl Locke (KPESA)	Present	Terri Zopf-Schoessler (KPEA)
Telephonically	Vaughn Dosko (KPAA)	Present	Mike Druce (KPEA)

Quorum Present: Yes

Administration and Consultants

Present	Tim Peterson (Plan Administrator)	Present	David Jones (Assistant Superintendent)
Present	Stacy Gorder (Employee Benefits Manager)	Present	Colleen Savoie (Parker-Smith-Feek Consultant)
Present	Laurie Olson (KPBSD Finance Director)		

Guests

I Open Meeting

Meeting Start Time:	2:51 PM																		
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II Approval of Agenda

	Agenda Approved																		
Yes	Agenda approved with additions																		

III Reading and Approval of Minutes

	8/13/12	Minutes approved																	
Yes	8/13/12	Minutes approved with corrections																	

IV Administration and Consultant Reports

Tim Peterson Plan Administrator	District reviewed six(6) Third Party Administration (TPA) proposals. Four TPA's were then interviewed over two days. The District's recommendation is to stay with REHN. The borough is currently still deliberating over their selection. Currently there are four large claims over 100 thousand dollars but only one claim has hit the 200 thousand dollars individual stop-loss threshold. Parker, Smith and Feek (our broker) is negotiating another claim with our stop-loss carrier to pay directly. This claim could be over one million dollars. There are Alaskan companies and agencies that are providing their employees an optional insurance policy. That policy will cover the first 20% of all covered expenses and then pass the remaining 80% to be covered by the second insurer. We have been seeing more of this.		
	Action to be Taken	Responsible	Due Date
	Deteming how many of the plan members have dual coverage, how many are we the primary vs secondary, what would the impact be to the plan if we had a system similar to Anchorage where an employee was allowed to opt out if they had other coverage, and the district still made their contribution to the plan.	Colleen S.	10/18/2012

Stacey Gorder KPBSD Health Benefits Manager	No Report		
Laurie Olson KPBSD Finance Director	<p>Presented monthly spreadsheet.</p> <p>The addendum to the draft of the 6-30-12 Health Care Committee Recap summary indicates that \$681,894.89 will be added to the current \$2,921,297.66 in the reserve account for a total of \$3,603,192.55 in the Health Care Reserve. The increase is due to \$16,375 from Physical Reimbursements and \$56,843.41 from Interest Income.</p> <p>An Internal Service Fund for Health Care has been established outside the General Fund and it will reflect all the information about the Health Care Reserve. Details will be provided once the Comprehensive Annual Financial Report (CAFR) is finished and presented to the School Board at their November meeting.</p> <p>Created a memo on the breakdown of the Per Employee Per Month costs and other costs reflected on the Rehn fees for the committee, they will receive it by email this afternoon.</p>		
	Action to be Taken	Responsible	Due Date
Colleen Savoie Parker-Smith-Feek Consultant	Health Fair is October 6th at Central Peninsula General Hospital, 8 am – noon. Lab testing is free to participants 18 and older, 100% paid by the plan. Flu shots are free to participants age 9 and older, 100% paid by HCCMCA.		

V	Action Items from Previous Meeting	Responsible	Due Date
1	Discrprancy between expected TPA fees and those on spreadsheet Memo to be forwarded by Tim P. to the committee	Laurie O.	9/19/2012
2	Poster Printing Complete and are being sent to the schools	Terri T. and Laurie	
3	Review of TPA proposals Reccommendation to stay with Rehn	Matt and Terri T.	9/19/2012
4	Rate returned to FY 12 amount by District Office Done	Tim P.	Immediately

XI	Unfinished Business	Presenter	Duration
1	<p>By-law Change- Section III – Secretary/Treasurer</p> <p>A. The HCPC Secretary will be responsible for</p> <ol style="list-style-type: none"> Recording the minutes from each HCPC meeting or asking another member to record them if the secretary is unable to do so . Distributing meeting notes to all HCPC members within five working days of the meeting Maintaining a record of official minutes. Digitally recording all meetings. No recording shall be done while discussing confidential information in which public release would violate the law. Posting the minutes to the District’s Health folder within 48 hours after a majority of the HCPC members approve them as accurate. Monitoring, keeping a log, and reporting to the HCPC monthly the expenditure of funds contractually set aside for the HCPC to conduct business. 	Matt Fischer	
	Motion: To change the bylaws as noted above:		
	Made by: Terri Tidwell	Seconded by: Patty Sirosi	
	Vote: Yes 7	No 0	

XII	New Business	Presenter	Duration
1	Increase Dental Coverage from \$1500 to \$3000, Major Care 80% up to \$3000 max.	Matt Fischer	

Notes:	<p>Discussion centered on:</p> <p>1. Is \$3,000 an appropriate benefit maximum? Colleen S. stated most governmental plans were above \$1,500. Maximums of \$2,000 or \$2,500 were most common. A \$3,000 benefit maximum was on the higher end of what is generally offered. Matt Fischer stated that the NEA plan which covers most teachers in the state has a \$3,000 benefit maximum.</p> <p>2. Do we want to raise the benefit or lower the premium? Opinions were mixed as to which we be more beneficial to the members of the plan.</p> <p>3. Does 80% reimbursement for major services match most other dental plans? Colleen stated the most common plan design is 100% preventive, 80% routine, 50% major Matt stated it doesn't make sense that we cover a root canal, but we only cover 50% of the crown that is required.</p> <p>4. What would the effective date be? The members that support an increase were split between a January effective date, and an October effective date.</p> <p>5. What will the cost to the plan be? Colleen will work on an estimate of this for the next meeting.</p>				
Motion:	Increase Dental Coverage from \$1500 to \$3000, major care 80% up to \$3000 max. Effective January 1, 2013				
Made by:	Terri Z.	Seconded by:	Patty S.		
Vote:	Yes 2 Terri Z. & Mike	No	5		
Motion:	Increase Dental Coverage from \$1500 to \$3000, major care 80% up to \$3000 max. Effective October 1, 2012				
Made by:	Matt	Seconded by:	Patty S.		
Vote:	Yes 2 (Patty S., Matt)	No	5		
	Action to be Taken	Responsible	Due Date		
	Research the cost of the proposal, as	Colleen S.	10/18/2012		
2	Memo on web	Patti S.			
Notes:	District has Memo from Tim Peterson saying that the committee raised the rates at the 8/12 meeting on the Health Care page. Concern was raised that this has been addressed and been corrected by a memo from the Supt., and should not remain on the web.				
XIII Next Meeting					
Date:	10/18/2012	Risk Management Office			
IV Adjournment					
Motion:	To Adjourn				
Made by:	Patty S.	Seconded by:	Matt F.		
Vote:	Yes 7	No			