

## HCPC MEETING MINUTES

**DATE AND TIME:** September 14, 2016, 1 PM

**LOCATION:** Risk Management Building

**VOTING MEMBERS:**

X	Joel Burns	KPEA
X	Vaughn Dosko	KPAA
X	Matt Fischer	KPEA
X	Clayton Holland	District
X	John O'Brien (appointed to take Dave Jones' seat)	District
X	Laurie Olson	District
X	Bruce Rife	KPEA
X	Tracy Silta	KPESA
X	Patty Sirois, chair	KPESA
	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	Dave Jones	Plan Administrator
X	Colleen Savoie	Parker-Smith-Feek Consultant

**GUESTS PRESENT:**


**A. CALL TO ORDER BY Patty Sirois TIME 1:14 PM**

1. **Approval of Agenda  X  as written, with flexibility   with additions**
    - a. MOTION: Terri SECOND: John VOTE: Unanimous
  2. **Approval of Minutes April 13, 2016   as written  X  with amendments**
    - a. MOTION: John SECOND: Bruce VOTE: Unanimous
- NOTE: HCPC met May 11, 2016. There was no quorum. There are no minutes.**

**B. REPORTS**

1. **Dave Jones, Plan Administrator**
  - Information has been sent via email.
2. **Stacey Cockroft, Benefits Manager**
  - Brought copies of the UCR explanation document to view.
  - Announced the CPH health fair October 22. Preregistration is recommended.
  - Announced the Rotary Health Fair in November for the south Peninsula.
  - Noted that CPH and SoPen hospitals have been instructed to route medical helicopter flights to our preferred provider, Alaska Regional.
3. **Laurie Olson, Director of Finance**
  - Spreadsheets have been sent via email.
  - The district's financial audit has been completed.

#### 4. Colleen Savoie, Parker-Smith-Feek Consultant

- 2015 Claim Analysis: Colleen repeated her 2015 Claim Analysis for the benefit of both those who were there and those who were unable to be there for her previous analysis/explanation. Colleen's 2015 Claim Analysis contains graphs and charts which show health care costs and usage for KPBSD employees, spouses, and dependents, and compares them to various norms. While the whole presentation is worthy of careful study, the slide summaries—and trends noted—include
  - Medical claims account for 77% of plan expenses.
  - Of those medical expenses, 54% were paid on behalf of the employee as opposed to spouses or dependents.
  - Almost half of the medical expenses were paid on behalf of participants age 40-59; the amount paid per claimant was highest in the 60+ age category.
  - In 2015, five of the ten most expensive claimants were for cancer treatment.
  - Nearly half of all claimants had less than \$1,000 in total claims in 2015; claimants with less than \$1,000 paid account for less than 3% of total plan medical expenditures.
  - Obstetric, orthopedic, and colonoscopies surgeries have the highest surgeons' fees.
  - Emergency room visits have declined since 2013 and are running slightly below the norm.
  - Mental health care has been expanded and costs have increased.
  - Preventative care utilization has increased, including lower cost health care screenings.
  - Arthritis claims are slightly higher than the norm but the total amount paid is reasonable.
  - Although asthma/COPD claims spiked in 2013—possibly linked to wildfires, they have returned to normal levels.
  - Although the number of diagnosed cancer patients is below the norm, the amount paid is high.
  - Depression claims costs spiked in 2015; two of the top ten largest claimants were for treatment of depression.
  - The number of patients who received treatment for a diabetes diagnosis is below the norm.
  - While the number of patients treated for heart disease is below the norm, one of the top ten claimants was for treatment of heart disease.
  - Low back pain costs remain a challenge; while the number of claims fluctuate, costs associated with this condition are significant, and the number of claimants is higher than the norm.
  - In 2015, 80% of prescriptions were for generic medications, which is below Caremark's recommended business average of 83%.
  - Employee co-pays represented 6% of the total prescription drug expenses.
  - While the total number of participants utilizing specialty medications has remained steady, the number of prescriptions has increased slightly and the total cost has increased dramatically.
- Advance Control Specialty: After lengthy discussion, HCPC moved to expand the advance control specialty directive to include more categories. (Colleen will provide the appropriate language/wording.) The proposal to adopt the expanded language was proposed by Tracy, seconded by Bruce, and passed unanimously. The proposed change will go into effect 1/1/17.

- Physical therapy visits limitations: After lengthy discussion, HCPC moved to limit physical therapy visits to 24 per year; additional visits may be approved based on medical necessity. The motion was made by John, seconded by Laurie, and passed 9-1. The proposed change will go into effect 1/1/17.
- Proposed changes to the health care plan: The discussion, questions, information, and options relating to the health plan changes—subject to contract approval by the union members and the school board—ranged so widely and contained so much information that the HCPC agreed to hold an all-day meeting on Wednesday, October 19 to try to make sense of the new high-deductible plan, options for Aetna coverage, Teledoc usage, and other options, costs, procedures, etc. Those providing information agreed to send as much as possible in advance of the meeting to give members an opportunity to read through it and formulate questions.

**C. OLD BUSINESS**

1. Specialty preferred drugs (See above.)
2. Physical therapy visits (See above.)

**D. NEW BUSINESS**

1. Officer elections: For chair, Patty Sirois was nominated by Terri and seconded by Matt. Joel was nominated by Clayton but declined. Patty Sirois will continue as HCPC chair. For secretary, Terri was nominated by Matt and seconded by Joel. She will continue as secretary, but she also announced her May retirement. KPEA will then need to appoint a new HCPC member.
2. By-law review/changes: Patty and Matt proposed by-law changes. Under our current by-laws, any changes must be proposed at one meeting but may not be voted on until the next meeting. Patty agreed to put the proposed changes on the next agenda.
3. John O'Brien: The committee recognizes John as the superintendent's new nominee to the HCPC to replace Dave Jones, who is now the plan administrator.

**E. ADJOURN**

TIME 5:37 PM

- a. MOTION Terri SECOND Clayton VOTE Unanimous

**F. NEXT MEETING** October 19, 2016, 9-3 PM, Risk Management Building