

HCPC MEETING MINUTES

DATE AND TIME: 3/22/18 3:00 PM

LOCATION: Risk Management Building

VOTING MEMBERS:

x	Stephanie Bohrsen	KPESA
x	Joel Burns	KPEA
x	Vaughn Dosko	KPAA
x	Matt Fischer	KPEA
x	Liz Hayes	District
x	John O'Brien	District
Phone	Bruce Rife	KPEA
x	Tracy Silta	KPESA
phone	John Sanborn	KPESA
x	Kristen Vix	District
x	David Brighton	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:

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A. CALL TO ORDER BY Matt F TIME 3:03pm .

1. Approval of Agenda as written, with flexibility x with additions

a. MOTION: David B SECOND: Joel B VOTE: unanimous

2. Approval of Minutes May 17, 2017 x as written. with amendments

a. MOTION: Tracy S SECOND: Kristen V VOTE: unanimous

B. REPORTS

1. Dave Jones, Plan Administrator.

Annual meeting for Caremark/CVS prescriptions – Some claims are up but joining Caremark has paid off.

Within the Coop (not AK) 75+ pharmacies have been banned for excessive billing and possibly fraudulent prescriptions.

Without a few unusual large claims, our overall prescription drug costs have decreased.

National Cooperative RX undertook a request for proposal process for Prescription Benefits Managers. They will be renewing with Caremark with significant price reductions in the first year, and additional price reductions in years two and three.

Contribution sheet shows at the end of the year there will be a big excess for the High Deductible Plan, maybe reduce premiums toward end of the year.

HDHP such an excess talked about maybe set aside for that plan for future AND refund the employees in that plan.

Colleen said that for the most part most employees do not switch back and forth between the two plans.

The subcommittee will consider the options.

2. Stacey Cockroft, Benefits Manager.

The 2017 stop loss year has been closed and all reimbursements in. Jan-Feb hit the individual stop loss deductible already.

3. Liz Hayes, Director of Finance

Formats on report changed so cost of each plan is separated out.

Obligation for employee per month, both are positive to date. Traditional low \$\$, HDHP high \$\$.

4. Colleen Savoie, Parker-Smith-Feek Consultant

Briefly discussed the projection using data through November 2017. Colleen has been updating the projection internally, but has not provided an updated projection to the SD yet.

January claims were higher than expected but February is looking better.

Cost Savings Option sheet handed out and discussed on changes and the cost to employees. Options included changes to the prescription plan including moving from copays to a coinsurance model. The group discussed the possibility of reducing the coinsurance for non-PPO physicians and other providers to 60% of allowable costs. Some plans are also limiting the allowable expense to a percentage of Medicare. An estimate of the cost reduction impact of increasing deductibles and coinsurance was also discussed. This was noted that it is just a cost shift to the employee. Discussion of changing payroll deduction amounts was brought up.

C. OLD BUSINESS

1. Health committee communications: While this discussion was tabled, John and Liz indicated that they would negotiate with Tableau to use this platform for health information dissemination.
2. Wellness Program Options: This discussion was also tabled as members indicated that this topic deserves a separate meeting due to time limitations.

D. NEW BUSINESS.

a. Election of Chair and Secretary – Not done

b. Medical Travel options

Tracy Silta and Stephanie Bohrsen shared letters and instances of Doctor charges in our area compared to Anchorage. Tracy shopped around and saved the district \$1000. The Doctor sent her a heated letter on why she went and we discussed that employees should be doing this. Stacey will put out a list of questions/procedures that employees can use to “shop” for services. Then maybe the Doctor community might start paying attention and adjust prices.

Two complaints were handed out on AK Regional as our preferred hospital and the experiences these patients/employees had with AK Regional and their concerns with having to use them.

BridgeHealth to take effect April 1, 2018.

Talked about how people will be informed (emails, mail-out).

Discussed how we want BridgeHealth to notify employees if their procedure would be a cost savings to the district. Concern about employees being notified and them wondering how this

company got their information. Dave and Stacey to discuss as they are setting up BridgeHealth for that option or not.

c. Hearing Aides

A participant requested the plan cover hearing aids. Colleen will provide cost estimates.

d. Vision Procedures – Lasik

A member requested the committee consider possibly covering this considering the potential cost savings for up to 10+ years of not buying glasses/contacts.

e. Stem Cell Therapies

Colleen will get more info on this. She is concerned about the additional liability to the District if experimental or investigational treatment were covered. These expenses would not be reinsured through stop loss.

John O'Brien ended the meeting stating that this committee is working and that we need to read the Health Plan Design by the next meeting (April 18th, 2018) to see if we need to update, make cuts, etc to save the plan money without detriment to the employee or district. Colleen provided new cost savings sheets as discussed earlier in this report.

E. ADJOURN TIME 5:05pm

a. MOTION John O SECOND Liz H VOTE unanimous

F. NEXT MEETINGS The calendar dates for HCPC meetings at the Risk Management building were set for the 2017-2018 school year:

- Wednesday, August 30, 2017, 3-5 PM
- Thursday, September 21, 2017, 3-5 PM
- Wednesday, October 11, 2017, 3-5 PM
- Wednesday, November 8, 2017, 3-5 PM
- Wednesday, January 10, 2018, 3-5 PM
- Wednesday, February 7, 2018, 3-5 PM (early release day)
- Thursday, March 22, 2018, 3-5 PM
- Wednesday, April 18, 2018, 3-5 PM
- Wednesday, May 16, 2018. 3-5 PM