

HCPC MEETING Minutes

DATE AND TIME: May 13, 2020

LOCATION: Telephonic meeting

Committee Members:

X	David Brighton, President	KPEA
	Joel Burns	KPEA
X	Dylan Hooper	KPEA
X	Matt Fischer	KPEA
	Stephanie Bohrsen	KPESA
X	Anne McCabe, Secretary	KPESA
	Vacant	KPESA
X	Vaughn Dosko	KPAA
X	Liz Hayes	Superintendent
X	Jimmy Love	Superintendent
X	Jordan Chilson	Superintendent

ADMINISTRATION/CONSULTANTS:

X	Stacey Cockroft	Benefits Manager
X	Dave Jones	Plan Administrator
X	Curt Hebert, Jennifer Meyhoff, Nicole Culbertson	Marsh & McLennan Agency

GUESTS PRESENT:

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- A. Call to Order by David Brighton 3:05
- B. Approval of Agenda: Anne moved to approve, Jimmy 2nd. Motion passed
- C. Approval of April Minutes: Anne moved to approve, Dylan 2nd. Motion passed
- D. Reports

- 1. Dave Jones, Plan Administrator

Notes: Phone call is better for recording and posting to website than Zoom. Claims were up in April & with historic June increase we may not have the anticipated excess expected on account of CoVid caused reduction in elective health care. Bridge Health claims slowed but we should anticipate an increase over the summer.

- 2. Stacey Cockroft, Benefits Manager

Notes: Stop Loss sent out. No reimbursements due to date.

- 3. Liz Hayes, Director of Finance

Notes: Two reports sent out, one showing run off through December 31 and a second with January 1 through most current April. No questions from committee members.

- 4. Marsh & McLennan Agency

Notes: Experimental and Investigative claims are reimbursable from our HRA and HSA accounts, based on IRS Code 213D. II. Wellness availability products through MMA (Marsh & McLennan Agency) include Altitude Newsletter (a digital wellness strategy periodical) and MMA West Fitness Challenge with prizes for participation. Both are available at no cost to KPBSD. III. Regarding the contract between KPBSD and CPH services, MMA is not in a position to address/re-negotiate the agreement as it occurred prior to their consulting role. Dave Jones added that now that we have had Bridge Health in place the Mayor may be interested in discussing again the terms of the contract. Stacey confirmed that our current contract began 10/1/2019 & is in effect until terminated. See meeting recording for specific discounts.

E. New Business

1. Wellness

Notes: Anne moved to adopt the MMA Newsletter and MMA West fitness challenge for KPBSD employees. Liz 2nd the motion. Motion passed. Discussion included possible incentives for a KPBSD fitness challenge including possible Paid Time Off. Dave will follow up to see if this might be considered by KPBSD. Discussion regarding District requirements for physicals. There may be a need to educate staff regarding what is covered at 100% for physicals. Stacey indicated she would need to check into which preventative labs are covered by ACA. Curt with MMA offered their Employee Resource Guide, a one-stop-shop online publication with health information & resources. There may be additional publications regarding other topics. Committee agreed that we would like an email with a link to this publication sent to employees.

2. Meeting schedule for FY21

Notes: Schedule of dates provided by Stacey. If plan design changes warrant a December meeting, it will be scheduled accordingly. Currently no December meeting scheduled. Liz asked that our August meeting include a discussion about rates and noted that KPBSD Payroll Department will need rates by September 15 to accommodate September payroll. MMA will provide data and recommendations regarding rates.

Notes: MMA clarified that our lasered participants each have their own Stop Loss threshold of \$1,750,000. Next year's Stop Loss threshold for lasered participants will be re-evaluated next year. Non-lasered participants' Stop Loss threshold is \$250,000.

Adjourn: 4:15 pm

Next meeting: August 25th @ 3:00 via Zoom