

## November HCPC Minutes

**DATE AND TIME:** November 18, 2020

**LOCATION:** Zoom virtual

**VOTING MEMBERS:**

P	David Brighton	KPEA
P	Joel Burns	KPEA
P	Dylan Hooper	KPEA
P	Jeff Moore	KPEA
P	Janette Latimer KPESA alternate	KPESA
P	Anne McCabe	KPESA
P	John Sanborn	KPESA
P	Vaughn Dosko	KPAA
P	Liz Hayes	Superintendent
P	Jimmy Love	Superintendent
Exc.	Jordan Chilson	Superintendent

**QUORUM PRESENT:** (NINE MEMBERS NEEDED) \_\_\_\_ YES \_\_\_\_ NO

**ADMINISTRATION/CONSULTANTS:**

P	Stacey Cockroft	Benefits Manager
P	Dave Jones	Plan Administrator
All 3 P	Nicole Culbertson, Curt Hebert, Jennifer Meyhoff	Marsh & McLennan Agency

**GUESTS PRESENT:**

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**A.** Call to Order: A. McCabe, 3:02 pm

**B.** Approval of Agenda: Moved by: J. Sanborn 2<sup>nd</sup>: D. Brighton

Added by A. McCabe: Under Item F, New Business:

1. Consideration of "Conflict of Interest" Amendment to bylaws as presented by D. Jones.
2. Discussion of redaction of reading of confidential letter from recording of October meeting.
3. J. Moore declares conflict of interest/abstention on item 3(b).

Vote: Motion Carries - unanimous

**C.** Approval of October Minutes : Moved by: D Brighton 2<sup>nd</sup>: J. Sanborn

Corrections discussed

Motion Carries - unanimous

**D.** REPORTS

**1.** Dave Jones, Plan Administrator

Notes: Shared last month's stop loss report. Wrote letter to accept VOYA's quote, results in decreased in fixed cost and decrease in maximum liability. 250K deductible, may need to raise later on.

-Rebuttal of claims presented in anonymous letter read during Oct. meeting.

**2.** Stacey Cockroft, Benefits Manager

Notes: Current stop loss: Waiting for approx. 64K in reimbursements. 3 individuals, +2 lasered over 250K threshold.

**3.** Liz Hayes, Director of Finance

Notes: District Health Care Reserve funds to remain for health care purposes only.

**4.** Marsh & McLennan Agency

Notes: Nutritional counseling for cardiac care is usually available with diagnosis or event, not as preventative. Probably already covered, or could be covered under current plan.

(Unintended recess due to power outage)

**E.** UNFINISHED BUSINESS:

**a.** Motion to prorate premiums for new employees by date of hire within the month

Notes: Discussion on possible options for start date of coverage.

Amendment by L. Hayes: motion to have premiums and coverage for new employees begin on the first of the month following, or coinciding with, the date of hire. 2<sup>nd</sup>: D. Hooper

Vote: Ye – D. Brighton, J. Burns, D. Hooper, V. Dosko, L. Hayes, J. Love

Nay – J. Moore, J. Latimer, A. McCabe, J. Sanborn

Motion passes. Amendment approved.

Approval of motion as amended: Requires 80%

Vote: Ye – D. Brighton, J. Burns, D. Hooper, V. Dosko, L. Hayes, J. Love

Nay – J. Moore, J. Latimer, A. McCabe, J. Sanborn

Motion fails.

**b.** Motion to approve nutritional counseling for heart disease patients

Notes: Motion to table: D. Brighton 2<sup>nd</sup>: D. Hooper

Vote: Motion passes. Unanimous

**c.** Motion to modify plan to exclude the drugs to treat the class of rare genetic disorders 1/1/2021 and implement Rx Help Center per KPBSD attorney's advice.

Notes: Motion to reopen debate: J. Love 2<sup>nd</sup>: V. Dosko No opposition

Discussion: Cost to plan, Re-cover family if negative trial results?, Affected family's opinion, Liability of committee members vs. district

V. Dosko motion to close debate, 2<sup>nd</sup>: J. Love No opposition. Motion carries.

Vote on original motion: Requires 80%

Ye – V. Dosko, L. Hayes, J. Love

Nay – D. Brighton, J. Burns, D. Hooper, J. Latimer, A. McCabe, J. Sanborn

Abstain – J. Moore

Motion Fails.

**F.** NEW BUSINESS :

**a.** HSA modifications needed due to IRS noncompliance (See Dave Jones's Nov. 12th email)

Notes: Either raise deductible or eliminate 4<sup>th</sup> Q rollover. Due to technical issues, A. McCabe names D. Brighton interim chair.

A McCabe: Motion to eliminate 4<sup>th</sup> Q HSA rollover, effective Oct. 1<sup>st</sup>, 2020 to bring plan into compliance with IRS regulations. 2<sup>nd</sup>: J. Sanborn

D. Hooper: Motion to suspend bylaws allowing discussion and vote on plan change during same meeting. 2<sup>nd</sup>: J. Moore

Vote: Ye – Unanimous. Motion passes.

Vote on original motion: Ye – D. Brighton, J. Burns, D. Hooper, J. Moore, A McCabe, J. Sanborn, V. Dosko, L. Hayes, J. Love

Abstain: J. Latimer

Motion carries.

b. Open Enrollment

Notes: Informational. Letter to go out 11/19

c. Teledoc Changes and new options (See Stacey Cockroft's Nov. 16th email)

Notes: The Teladoc Admin fee will be reduced from \$0.95 PEPM to \$0.85 PEPM. - Informational

- The general Teladoc visit cost is increasing from \$40 to \$47 per visit effective 2/1/2021. - Informational
- **\*NEW\*** Mental Health services are now available through Teladoc. The cost is as follows:
  - \$85 Therapist Visit – 7 days a week 7 a.m. to 9 p.m. local time)
  - \$190 Psychiatrist first visit
  - \$95 Psychiatrist ongoing visit

A. McCabe: Motion to adopt TeleDoc mental health services, with zero co-pay, effective 1/1/21, and to suspend bylaws to allow vote.

D. Brighton call for unanimous consent. Unanimous. Motion passes.

J. Sanborn: Motion to reduce general TelaDoc visit cost to zero for as long as allowed by IRS, and to suspend bylaws to allow vote. 2<sup>nd</sup>: J. Burns

D. Brighton call for unanimous consent. Unanimous. Motion passes.

- **\*NEW\*** Dermatology – Upload images of a skin issue online and get a treatment plan within two days.

Eczema • Acne • Rashes • And more

\$75 per visit

Tabled until next meeting.

d. Redaction of Anonymous letter from October meeting recording.

A. McCabe: Motion to redact portion of October recording containing anonymous letter and post remaining recording. 2<sup>nd</sup>: D. Brighton

D. Brighton call for unanimous consent. Unanimous. Motion passes.

e. New Conflict of Interest bylaw amendment proposed by D. Jones

J. Love: Motion to add amendment to bylaws. 2<sup>nd</sup>: No 2<sup>nd</sup>? Meeting time: 2:21:35

A. McCabe: Motion to table discussion until next meeting. 2<sup>nd</sup>: D. Hooper

D. Brighton call for unanimous consent. Unanimous. Motion passes.

G. Meeting adjourned: \_\_\_5:38\_\_\_\_\_