



MINUTES
EXECUTIVE COMMITTEE MEETING / COMMITTEE OF THE WHOLE
Thursday September 3, 2015 9am
SHASTA COUNTY OFFICE OF EDUCATION, UPSTAIRS BOARD ROOM

Executive Committee Members Present:

Cindy Trujillo	Redding/Igo-Ono-Platina/Shasta UESD
Dana Reginato	Shasta Union High School Dist.
Debbie Crowl	Grant ESD
Peggy Canale	Southern Trinity Jt. Unified
Phil Brown	Enterprise ESD

Board Members/Alternates Present:

Robert Fellingner	Redding/Igo-Ono-Platina/Shasta UESD
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Others Present:

Brooks Rice, STSIG	Mari Moore, STSIG
Leah Grant, STSIG	Dave Wiesner, EPIC
Kurt Walling, STSIG	Bobbi Wion, RSD
Kathleen Wolter, SCOE	

CALL TO ORDER

Phil Brown called the meeting to order at 9:20am.

Cindy Trujillo moved to re-order the agenda and place the Executive Committee meeting minutes of April 24, 2015 under the general business section as item 5a. Dana Reginato seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl, Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

CONSENT AGENDA

Cindy Trujillo moved to approve the consent agenda items number 2-4. Dana Reginato seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl, Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

GENERAL BUSINESS

5a. Executive Committee Meeting Minutes for April 24, 2015.

Cindy Trujillo moved to approve the Executive Committee meeting minutes for April 24, 2015 with the following modifications. 1) Move Bobbie Wion listed under "Board Member" to "Others Present". 2) Item 19, Health Benefits Consultant Services: add second sentence to say "Dave Weisner is a consultant we have worked with in

the past at Mercer and we were happy with him. The move from Mercer to EPIC was due in part to the reduced services provided by Mercer and their increased attention to selling Mercer products”.

Peggy Canale seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl, Peggy Canale, and Phil Brown. Opposed: None.

Motion carried. Unanimous.

5b. CAJPA Accreditation Appointment

CAJPA is looking to replace some of their retiring board members. Brooks has been invited by CAJPA to join their Board and he has accepted. His commitment will be to attend a quarterly board meeting in Folsom. It's a great opportunity to learn what is working and not working for other JPAs.

6. Loss Prevention Update

Kurt Walling presented a list of district who will be receiving the safety incentive. He shared that the issue needing attention is the working IPPs. Helping the districts get a working IIPP in place will be his focus for this year. SCOE offered their training room with computer stations if needed. Kurt would also like to add 1-2 workers' compensation reviews for each district. The return to work program has improved and Dennis will be visiting more this year for additional training.

The districts would like to be copied on claims as they open and close and would like to review the call log to the Early Intervention Nurse.

7. Workers' Compensation Update

STSIG saw last year with huge improvements in claims and costs. The first month of school normally has high claim incidents. So far this fiscal year we have 10 new claims compared to 25 new claims last year during the same time. We are seeing more compromise and release settlements rather than stipulation settlement which leaves medical open. The movement in the method of settling claims has reduced reserves. Legislation is currently working on creating an Rx formulary. This will be positive for employers, but will likely take several years to be approved and implemented.

8. ACA 1095B Reporting

PlanSource is working on the report that will provide the information needed to complete the 1095B reports. The first report is expected later in September. Once the report is ready, STSIG will begin testing the information to provide the district with the information in early January.

9. SISC Transition Update

The SISC staff has been very helpful preparing for the transition. All SISC JPA agreement have been completed and submitted to SISC.

10. Procurement Policy

Hanson Bridgett (attorney) has prepared a procurement policy as outlined in our to-do items from the September retreat in 2014. This is a procedure for purchases. Per regulation STSIG must adopt a member district's policy to use as guideline document. Shasta County Office of Education was chosen as the district to meet the regulation. When SCOE changes their policy then STSIG will also need to change their policy. This policy was needed for the CAJPA accreditation.

11. Year to Date Unaudited Financial Reports

The unaudited financial reports were presented in the meeting materials. Medical, dental, and vision programs are all doing good as expected. The workers' compensation program did add surplus and is doing very well. Debbie Crawl moved to receive, file, and recommend approval of the unaudited fiscal yearend financials to the Board of Directors. Peggy Canale seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crawl, Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

12. Loss Ratios

The loss ratios for each program through June 30, 2015 were presented in the meeting materials. The medical ratio increased due to two large claims for \$500K each. Costs exceeding our stop loss level were already recovered on both claims. Dental is performing well. Vision is doing exceptional due to the platform change last year and the lower administration costs offered by VSP.

13. Health Benefits Committee Recommendations

The health benefits committee recommended 4 PPO, 2 HDHP, and 1 minimum value plan. The plans are 80C, 80G, 80K, 80M, HSA-A, HSA-B, and Anchor Bronze. They also suggested several options for rewarding those members who completed the wellness incentive for 2016.

Brooks added the option add a retiree Medicare supplement plan called "Companion Care". The plan is offered by SISC and would be in their risk pool. The consensus is that giving the timeframe required to have the enrollment forms to SISC leaves no time for educating retirees about the plan. This option will not be offered this year.

Cindy moved to receive, file, and recommend approval of the Health Benefits Committee recommendation with the modification to plan 80M to have the \$200/15/50 pharmacy option rather than the 9/35 option to the Board of Directors. Peggy Canale seconded.

Approved: Cindy Trujillo, Dana Regina to, Debbie Crawl Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

14. Determination of Health Plan Options

STSIG offered the option to add a retiree Medicare supplement plan called "Companion Care". The plan is offered by SISC and would be in their risk pool. The consensus is that giving the timeframe required to have the enrollment forms to SISC leaves no time for educating retirees about the plan. This option will not be offered this year.

No Motion made.

15. STSIG Medical Clinic and Building

The Finance Committee Discussion was recapped to the Executive Committee:

The focus of the discussion was the amount of investment the committee felt comfortable with making in the membership by providing a member clinic. Three proposals were reviewed with the primary focus on the Prestige offering. Pertinent discussion points include:

- Our members are referred to five times greater than the industry average

- Medical providers are rapidly reaching capacity due to ACA resulting in longer wait times to obtain appointments.
- Clinic would be open approximately 60 hours per week with members able to obtain services at either clinic resulting in 80 hours of operation.
- Utilization of the clinic by the membership will determine its ultimate success due to the acquisition of the clinic will be prepayment of claims.
- Although the fiscal aspect is important, providing the membership with a service that is unique and tailored to the needs and desires of our group
- Staff will investigate building opportunities ranging from leasing, lease with option to buy, to the purchase of a building for clinic and Administrative use located in the east section of Redding.
- The clinic will need two years of operation for a proper evaluation
- Committee felt comfortable with allocating \$900,000 for 2015/16 and 2016/17 which include a marketing campaign and a cushion for unidentified expenditures.

Cindy Trujillo moved to recommend approval to allocate \$900K a year for two years for medical services, to move forward with a contract with Prestige, and to form an ad-hoc committee to research purchasing or leasing a facility. Dana Reginato seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl , Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

16. Wellness Program Funding

There is no flexibility with the SISC plan design to continue to offer lower copays and deductibles for the wellness incentive. The SISC plans already have incentive designed in their plans. A new method to reward those who complete their 2016 wellness incentive is needed.

Cindy Trujillo moved to recommend approval of giving a onetime \$100 contribution to those who attain the wellness incentive for 2016 due to losing the ability to lower copays and deductibles. The one-time payments will be paid January 31, 2016. Peggy Canale seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl , Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

17. 2016 HSA Contribution

STSIG has given \$750/1500 in HSA contributions for the last two years. If given another year at the same level it may be viewed as practice. The Finance Committee recommended either giving \$250/500 this year or eliminating the contribution.

Debbie Crowl moved to recommend approval of giving \$250 employee only and \$500 for family in 2016 for the STSIG HSA contribution to the Board of Directors. Dana Reginato seconded.

Approved: Cindy Trujillo, Dana Reginato, Debbie Crowl, Peggy Canale, and Phil Brown. Opposed: None.
Motion carried. Unanimous.

PUBLIC ADDRESSES BOARD ON MATTERS NOT ON THE AGENDA

None

ADJOURN

The meeting was adjourned at 12:10pm.