

**SHASTA-TRINITY SCHOOLS INSURANCE GROUP  
EXECUTIVE COMMITTEE MEETING  
Hilltop Inn  
January 25, 2013, 9am-Noon**

**MINUTES**

**1.0 CALL TO ORDER 9:02am**

**2.0 APPROVAL OF AGENDA**

Phil moved to approve the agenda for the January 25, 2013 Executive Committee meeting. David seconded. Motion carried. Unanimous.

**3.0 APPROVAL OF MINUTES**

Peggy moved to approve the minutes of the September 27, 2012 Executive Committee Meeting. Debbie seconded. Motion carried. Unanimous.

**4.0 PUBLIC COMMENTS**

None

**GENERAL BUSINESS**

**5.0 Medical Program**

**5.1. Health Benefits Committee Report**

Donna reported on the activities and recommendations from the Health Benefits Committee.

**5.1.1. Proposed Wellness Incentive redesign**

The committee recommends a new structure to the Wellness Incentive program that would require a Wellness Exam and two other activities. Employees could choose from a menu of health activities to complete the requirements. Lower copays and deductibles would be earned together, eliminating the two-phase system.

**5.1.2. Consideration of January 1 plan renewal**

To coincide with healthcare Exchange open enrollment, and to eliminate confusion with members over plan year/calendar year issues, the recommendation is to move the JPA to a January 1 plan renewal, with open enrollment happening in October. This would require an amendment to the bylaws, and two open enrollment periods during the next 12 months: one July 1 and one January 1.

**5.1.3. Recommendation on Healthy Roads contract**

The two original selling points for the Healthy Roads product were customizability, and the tracker which would keep members informed of their progress toward meeting wellness incentive goals. Both issues have been areas of disappointment for STSIG staff and members. The delays in data reporting, difficulty accessing accurate data, and functionality of the tracker have been ongoing issues that Healthy Roads has not been able to resolve. The committee recommends discontinuation of the Healthy Roads contract. STSIG Staff and/or the new PlanSource data management program will be used to track incentive activity and communicate with members.

**5.1.4. Tiered vs. Composite rate structures**

Effective January 2014, employers will be subject to penalties if their health plan is deemed to be "unaffordable." A composite rate plan for lower-paid employees will likely be deemed to be unaffordable. To avoid potential financial penalties and/or large member exodus to the Healthcare Exchange, the committee recommends discontinuation of composite rate structures effective January 1, 2014. Currently 70% of JPA members are already on a tiered model.

**5.1.5. HSA/HRA Recommendation**

The committee recommended moving forward to offer an HSA for JPA members.

Peggy moved to approve all recommendations. Bettina seconded. Motion carried. The finance committee will examine the issue of January 1 renewal to determine if a 6 or 18 month renewal would be appropriate to transition the JPA to the new renewal date.

5.2. Medical YTD Claims Trend

Very good experience loss ratio through November, 2012. Currently at 80% loss ratio.

**6.0 Financial Reports**

6.1. Year-to-Date Financials

Phil presented YTD financials as of November 30, 2012. Overall claims are trending well. If trend continues, there will be a projected surplus of \$6.2 million at the end of the fiscal year.

6.2. List of Expenditures: Sept-Nov, 2012

Donna moved to approve the list of expenditures. Debbie seconded. Motion carried. Unanimous.

6.3. Investment Report

Phil reported that interest rates on STSIG investments remain low.

6.4. Finance Committee report

6.4.1. IBNR Stabilization Goals

Phil reviewed history of stabilization goals. \$2.03 million that has been set aside for stabilization came from one-time money, with \$700,000 from premium monies. The committee noted that nominal employee money has been used, and STSIG is on track to meet stabilization goals ahead of schedule at the end of the fiscal year.

**7.0 Other Business**

Executive Director Search. Adam reported that 18 applications have been received for the STSIG Executive Director position. Interviews are being scheduled during the first week of February.

A finance committee meeting will need to be scheduled prior to next Executive Committee meeting to make recommendation on a 6 vs. 18 month renewal.

**8.0 Adjournment**

Meeting was adjourned at 10:30am