

MINUTES
HEALTH BENEFITS COMMITTEE MEETING
Tuesday April 10, 2018 3pm
Redding School District Board Room

Committee Members Present:

Cindy Trujillo	Redding/Igo-Ono-Platina/Shasta UESD
Peggy Canale	So. Trinity Jt. USD
Melanie Holmes	Trinity COE
Paula Guerrero	Shasta College
Debbie Goodman	Shasta College
Kathleen Wolter	Shasta COE
Marci Duff	Columbia USD
Michelle Glover	Columbia USD
Bobbie Wion	Redding SD
Jamie Spielmann	Shasta College
Gregory Smith	Shasta College
Jennifer Kiff	Gateway SD
Jason Rubin	Gateway SD

Others Present:

Brooks Rice, STSIG
Leah Grant, STSIG
Lisa Blakeslee, STSIG

CALL TO ORDER

Cindy Trujillo called the meeting to order at 3:02pm.

GENERAL BUISNESS

- 1. Welcome and Introductions**
- 2. 2017 Open Enrollment Recap**

The enrollment breakdown was included in the meeting materials. The information shows that the majority of the enrollment is in plan 80G with 35%, 23% in 80C, 13% in 80K, 6% in 80M, 6% in HAS-A, and 17% in HAS-B. Enrollment increase this year due to Gateway joining the health pool. Total enrollment in medical is 1741.

- 3. Current Medical Plan Changes and Options for 2017-18**

The committee discussed the current plan offerings. There was a comment from Melanie Holmes of TCOE that richer medical plans be offered. The group requested further information on the consequences of adding a minimum value plan. Brooks will gather information to present at the next meeting.

Brooks explained the practice of competitive health groups that offer districts or units the option of an alternative rate structure that would allow a higher rate on the employee only tier

to subsidize the rate for the family tiers. New members considering joining STSIG are asking about this option. This optional structure would help to require new membership. The consensus was it was not an option our group would to recommend.

SISC will be making the following changes: The deductible on HSA-A plan will increase from \$2,600 to \$2,700 effective 1-1-2018 and beginning 10-1-2018 certain services (arthroscopy, cataract surgery, colonoscopy, upper GI endoscopy with biopsy, and upper GI endoscopy without biopsy) will be required to be performed at ambulatory service center.

4. Dental and Vision Plan Changes and Options for 2018-19

Brooks explained that increasing benefits without increasing the plan cost is the goal and ask for suggestion for benefit enhancements. The group suggested looking into the following for vision: higher glasses allowance, increased benefits level for coatings and lenses, and to reduce the exam costs. Dental benefit suggestions included: increase limit on implants.

Brooks also suggested the option of partnering with SISC for our dental and vision benefits. This would result in no changes to our current plans and SISC would administer the Cobra elections and benefits saving about \$25,000 annually. If the change is recommended it would be effective 10-1-2018. The consensus was to recommend this option.

5. Wellness Program Review for 2018

The committee discussed the current wellness incentive and agreed that no changes were needed for 2019.

6. Miscellaneous Items

- Leah announced Active & Fit Direct, the Anthem added benefit of reduced Fitness center memberships.
- Leah announced that due to a behind the scenes structure change all medical plan members will receive a new medical card in May with a revised plan number on it. The new cards will be effective 6-1-2018. Notices will be send to the districts soon.

Follow-up items:

- Provide options for a richer plan and a minimum value plan at next meeting.
- Provide options for dental and vision plan enhancements at next meeting.
- Ask PlanSource how during open enrollment members can provide proof when adding dependents online.
- Research how the ASCs will be identified for members.

ADJOURN

The meeting was adjourned at 5:01pm.