Health Insurance Committee

Kalispell Public Schools

Date: October 23, 2014

4:00pm Admin Office Basement Conference Room

**Members:** Barb Zavodny, ~~Burt Inabnit~~, Dawn Ann Anderson, Deb Hunt, ~~Bette Albright~~, Dave

Schultz, Greg Letourneau, Lisa Lykins - Chair, Mike Lincoln, Mike Thiel, ~~Niki Dykstra~~, Sylvia Heselwood, Warren Lane, ~~Alex Schaeffer~~, Karen Mainolfi

**Advisors:**Gwyn Andersen, Tracy Scott, ~~Mark Flatau~~, Braumlee Boyce

**Consultant:** Michael Young, Consilium

(Names marked through we not in attendance at this meeting)

**Agenda:**

**Consortium Status Update (Mike Young/Lisa Lykins)**

Mike and Lisa gave a brief update regarding the consortium explaining the plan to meet with the consortium board. SD#5 Reps Mike Thiel, Mike Young & Tracy Scott will attend (Dave Schultz will be out of town) to present plan to tighten up the inter-local agreement to better protect all entities involved.

**Life/AD&D/LTD (Braumlee Boyce)**

The consortium went to bid for life insurance for the WF and Flathead groups. In the process they realized savings. Braumlee reported that the conversion is going well.

**WC Case/Subrogation Process (Mike Young)**

Mike reported that we had a member in a Spokane hospital as the result of a work comp incident. First Choice feels that workers comp should pay the bill, but WC says no. Rather than have our member caught in the middle and stuck in a hospital wracking up bills we instructed First Choice to pay and we will pursue subrogation with WC to recover our costs The patient is doing well at this point.

**Massage Therapy (Mike Young)**

Mike shared that we needed to decide how best to handle massage therapy claims for our members. According to law we must offer massage, but it’s up to each plan to say if a prescription is required or not. Mike Y. doesn’t feel that requiring a prescription is not the best idea. After much discussion the committee agreed to combine massage therapy with chiropractic care & acupunture for a combined maxiumum of 25 visits with a $25 co-pay and NO prescription required.

Mike Thiel moved to approve this plan effective immediately, Warren Lane seconded the motion, all members approved on a vote, motion carried.

**Financials (Mike Young)**

KPS Medical Plan claims funding vs claims paid - Funding for July/August/September exceeded claims by $61,712.00

KPS Medical Plan paid claims and specific stop loss excess – We exceeded our stop loss in July and received an $11,000.00 reimbursement.

KPS Medical Plan Loss ratio claims versus funding – We had 3 claims over $10,000; ecoli, post term pregnancy and a brain neo-plasm. Claims ratio for July = 89.5%, August = 104.9% and September = 94.9%.

Flathead Group – based on funding calculations the Flathead group funding has exceeded claims by approx. $127,000.

**Flu Shot Update (Braumlee Boyce/Tracy Scott)**

Braumlee reported that flu shots went well this year across the district. She shared her research regarding the differences in flu shots from Costco versus the County Health Department. The committee discussed the need to go to bid next year for flu shots.

**Wellness Program (Mike Young)**

Mike Young urged the committee to look at potential population health/wellness management programs. We really need to manage all member’s health, but we especially need to focus on our high-risk people. Doing so would educate members and reduce claims costs over time. Mike Young already has bids from several interested companies.

A subcommittee of Greg Letourneau, Sylvia Hesselwood, Tracy Scott, Braumlee Boyce and Mike Young will review the bids to consider a program. Mike Young will set the schedule.

**Optional Retirement Plan (Tracy Scott)**

Discussion only:

Tracy Scott reported that over all SD#5 has very low participation in any kind of retirement plan through district payroll. Her idea/concept is to focus on educating employees about their retirement options and helping them get enrolled in some kind of plan early on so they are not caught unprepared later in their careers. Right now employees can opt in to a retirement plan and have pre-tax money taken from their paycheck through one of the numerous companies working with the district. Tracy would like to see us move to a plan wherein employees must opt out of any optional retirement plan. She explained about a 457 plan through the state that we might want to consider. The committee will revisit this idea at a later meeting.