Auburn School District  
Health Benefits Committee Meeting Minutes  
May 23, 2017 at 1:00pm

**Attendees:**  
Ann Gilbert (AAEOP), Laurel Lorenz (Administrators), Karen Birk (AEA), Steve Goliff (AEA), Dianne Jordan (AEA), Mike Van Eaton (AEA), Stacy Jordison (Principals), Thomas Bell (Prof-Tech), Tim Campbell (PSEA), Pam Stevenson (PSEA), Donnamarie Gerasimczyk (Transportation)  
Kelley Nybo (Payroll/Benefits), Lori Harding (Payroll/Benefits), Kathy McNulty (Accounting), Monica Cripe (Sprague Israel Giles), Todd Meakin (Sprague Israel Giles)

**Absent:**  
James Brehmer (Mechanics)

The Meeting was called to order, and Monica Cripe distributed the meeting agenda.

**OLD BUSINESS**

**MEDICAL INSURANCE DISCUSSION**

- Premera Blue Cross has provided a quote for ASD outside of the Washington Education Association (WEA), as the WEA Premera partnership has recently ended.
  - Kaiser Foundation Health Plan of Washington (which purchased Group Health Cooperative and Group Health Options, Inc., hereafter referred to as “Kaiser”) has provided a quote for ASD.
    - A few items, including a Year 2 Premium Increase Cap, are still being negotiated at this time.
- The WEA Select Plans through United Healthcare (UHC) and Aetna have been released.
  - Rates were released for these plans in early May 2017.
  - Plan Summaries were released on May 22, 2017.

**Premera Blue Cross Total Takeover Option**

- Because the Premera Blue Cross Total Takeover Option was discussed at the May 4 HBC Meeting, the following section is a recap of the pertinent information.
- Premera has quoted seven (7) plans to match, or enhance, what is currently available through the WEA Select Premera program.
  - Enhancements include moving all plans to the Premera Heritage & Heritage Plus 1 Network; making the Premera Vivacity Wellness Program available to enrolled employees and their covered family members; adding the $1,000 upfront Lab & X-Ray benefit back to the EasyChoice A plan; and removing the eviCore pre-authorization requirement for Physical Therapy, Occupational Therapy, Massage Therapy, and Chiropractic services.
- Premera has offered a 0% rate increase (i.e., no change in current rates) for the 2017-2018 SY, as well as a Year 2 Premium Increase Cap of 15% (see Attachment “Medical Plan Premium Comparison – Nov 2017 Proposed Rates”).
- Premera will continue to allow ASD to offer one (1) Kaiser HMO Network plan.
- Premera has bundled their medical plan offering with a $25,000 life insurance policy through Symetra.
- Premera has also quoted Dental plans (to replace the WEA Select Delta Dental plans), as well as Vision plans (to replace the NBN and MetLife Vision plans).
  - The Dental plan options may be considered this year, but it is unlikely that ASD will consider the Vision plan options.
Kaiser Total Takeover Option

- Kaiser has quoted a number of plans for ASD to review and consider.
- The Kaiser option would allow ASD to select two (2) Kaiser HMO Network plans and up to five (5) Access PPO Network plans.
  - Per WA State ESSB 5940, ASD must offer a plan that matches or is similar to the current Premera Basic Plan and the Premera Qualified High Deductible Health Plan (Q-HDHP). These two plans would likely be part of the five Access PPO Network plans.
  - Kaiser HMO Network means that you must receive your care from a Kaiser/Group Health provider at a Kaiser/Group Health approved location, with no out-of-network services available except for emergencies.
  - Access PPO Network means that you may receive in-network care from a Kaiser/Group Health Provider OR an Access PPO provider OR a First Choice Health Network (FCHN) provider at approved in-network locations, with out-of-network services available with any other licensed provider.
- The proposed rates for the plans that would replace the current Premera plans are lower than the current 2016-2017 SY rates, ranging from -4.06% to -10.38%, depending on the plan and enrollment tier (e.g., Employee Only, Employee & Spouse) (see Attachment “Proposed Rates from Premera Direct & Kaiser Permanente”).
  - The average rate decrease is -8.36.
- We did not review the replacement option for the current Kaiser/Group Health HMO plan, as Kaiser is still finalizing that quote.
  - Per Kaiser’s requirement of offering two (2) HMO Network plans, ASD could keep the current Kaiser/Group Health HMO plan from 2016-2017 SY and pair it with a new HMO Network plan, or ASD could select two completely new HMO Network plans.
- Kaiser Plan Design Comparison distributed (see Attachment “In-Network Benefits with Premera Direct and Kaiser Permanente”).
  - Thomas Bell asked if Prescription Drug Deductibles and Copays were now included in the Medical Out-of-Pocket Maximum (as opposed to a separate Medical OOP Max and Prescription OOP Max on the current 2016-2017 SY plans): Yes, the OOP Maximums are combined on the Kaiser options, as well as on the Premera Blue Cross options.
  - General discussion regarding prescription drugs, specialty prescription drugs, and Prescription Formularies (the preferred drug lists of each insurance company).
    - Prior authorization will be required for some drugs, as is common practice, and enrolled employees and their covered family members will likely have to receive prior authorization again for certain prescription drugs if ASD moves to the Kaiser option or the WEA Select UHC and Aetna option (because this information is only on-file with Premera Blue Cross)
    - If ASD moves to the Premera Blue Cross option, all prior authorizations for prescription drugs would carry forward.
  - Steve Goliff asked if the Kaiser option included the MultiCare Health System: Yes, the MultiCare Health System is contracted and in-network with the Access PPO Network plans. MultiCare Health System is not contracted, nor in-network, with the Kaiser HMO Network plans.
WEA Select Option with UHC and Aetna

- Steve Goliff shared information regarding AEA’s May 22 meeting with the WEA, UHC, and Aetna.
- The WEA is offering a total of twenty-eight (28) plans for the 2017-2018 SY.
- United Healthcare will offer fourteen (14) plans across two Provider Networks, with seven (7) plans on each Network.
  - United Healthcare Choice Plus PPO Network will have seven (7) plans: Plans 2, 3, 5, EasyChoice A, EasyChoice B, Basic & Q-HDHP.
  - United Healthcare Navigate Balanced High Performance Network will have seven (7) plans: Plans 2, 3, 5, EasyChoice A, EasyChoice B, Basic & Q-HDHP.
    - UHC’s Navigate Balanced High Performance Network is a more-limited in-network of providers (as compared to the UHC Choice Plus PPO Network), with no out-of-network services available except for emergencies (similar to the Kaiser HMO Network plans).
    - The MultiCare Health System might not be contracted, nor in-network, with the UHC Navigate Balance High Performance Network plans.
  - Clarification from the WEA is needed.
- Aetna will offer fourteen (14) plans across two Provider Networks, with seven (7) plans on each Network.
  - Aetna Open Choice PPO Network will have seven (7) plans: Plans 2, 3, 5, EasyChoice A, EasyChoice B, Basic & Q-HDHP.
  - Aetna Whole Health High Performance Network will have seven (7) plans: Plans 2, 3, 5, EasyChoice A, EasyChoice B, Basic & Q-HDHP.
    - Aetna’s Whole Health Network is a more-limited in-network of providers (as compared to the Aetna Open Choice PPO Network), with out-of-network services available.
    - The MultiCare Health System might not be contracted, nor in-network, with the Aetna Whole Health Network plans.
  - Clarification from the WEA is needed.
- Steve Goliff mentioned that the WEA and Aetna had stated that there were approx. 60-70 Aetna Whole Health primary care providers in our area.
- The High Performance Networks are designed to be less expensive by focusing on outcomes and improvements, as well as a different design of reimbursing providers (e.g., offering incentives for better health outcomes over time).
- UHC and Aetna will offer a number of Transparency tools to help enrolled employees and their covered family members review and compare costs for services with different providers, facilities, and pharmacies.
  - This is intended to encourage enrolled employees and their covered family members to “shop around” for better costs on surgeries, x-ray and imaging services, and prescription drugs.
- UHC and Aetna will offer Wellness tools and programs to encourage engaging in, and increasing, healthy behaviors.
- UHC and Aetna will have dedicated customer service teams for the new WEA Select plans.
  - It was noted by Monica Cripe that this is fairly standard, given the number of enrollees in the WEA Select plans, and that UHC and Aetna will still retain control of initial claims payments, manage their own provider contracts, and manage the reimbursement schedules and amounts to providers.
- Aon Hewitt will remain as the administrator for the WEA Select plans.
- On June 1, the WEA intends to have an informational website and customer service phone line available for employees with questions on the new WEA Select UHC and Aetna plans.
General Discussion Regarding the Medical Options

- Pam Stevenson asked about what would happen if one or more bargaining groups did not want the Premera Blue Cross or Kaiser Total Takeover Option? Would the plan designs and rates stay the same for the bargaining groups that were interested: No, the Total Takeover Options were designed for the entire district and would be null and void if one or more bargaining groups opted out.
- Thomas Bell mentioned that a benefit of selecting either the Premera or Kaiser Total Takeover Option would be that ASD would be the insurance contract holder, giving ASD more control and input moving forward.
- Kelley Nybo mentioned that, if ASD was indeed the insurance contract holder, ASD would also have the option of moving back to an October 1 effective date for benefits at the beginning of every school year (the current November 1 effective date as instituted by the WEA some years ago).
- Monica Cripe mentioned that two other insurance brokers are working with Premera to create a new school district pool, like the WEA Select plans, generally for smaller school districts (<500 employees) who wish to remain with Premera.

NEW BUSINESS
DENTAL INSURANCE DISCUSSION

- Premera Blue Cross has provided a quote for ASD to replace the WEA Select Delta Dental (DDWA) and DeltaCare (Managed Care) plans with matched plan designs.
- Ameritas has provided a quote for ASD to replace the WEA Select Delta Dental (DDWA) and DeltaCare (Managed Care) plans with a new three plan design.

Premera Blue Cross Dental Option

- Premera is offering a plan that matches the benefits of the Incentive Level DDWA plan with orthodontia, with a 0% rate increase (i.e., no change in current rates) for the 2017-2018 SY.
  - Premera also offered a lower-cost variation on this plan that adds a dental deductible for certain services.
- Premera is offering a plan that matches the benefits of the Managed Care plan with orthodontia, with a 0% rate increase (i.e., no change in current rates) for the 2017-2018 SY (see Attachment “Dental Plan Comparison - Ameritas and Premera”).
  - Premera does not have a “managed care” provider network, and this dental plan would allow access to Premera’s larger provider network (matching the provider network offered on the Incentive Level-like plan).
- After a review of the Ameritas Option, Monica Cripe and Todd Meakin will be speaking with Premera about another option that mirrors the Ameritas three plan design (see below).
- The HBC will continue discussing Dental options, though the focus is more on Medical options for the time being.

Ameritas Dental Option

- Ameritas is offering a suite of three (3) plans that offer new choices to ASD (see Attachment “Dental Plan Comparison - Ameritas and Premera”).
  - Ameritas High Plan - $2,000 Annual Dental Maximum, 100% coverage for Preventive & Diagnostic Services, 100% coverage for Basic Services & Crowns, and 50% coverage for Major Services & Implants. Costs for Preventive & Diagnostic Services do NOT count against your $2,000 Annual Dental Maximum.
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- Ameritas Medium Plan with Family Orthodontia - $1,500 Annual Dental Maximum, 100% coverage for Preventive & Diagnostic Services, 100% coverage for Basic Services & Crowns, and 50% coverage for Major Services & Implants. Costs for Preventive & Diagnostic Services do not count against your $1,500 Annual Dental Maximum. 50% to $2,000 Lifetime Ortho Benefit for adults and children.

- Ameritas Low Plan - $1,000 Annual Dental Maximum, 100% coverage for Preventive & Diagnostic Services, 80% coverage for Basic Services, and 50% coverage for Major Services & Crowns & Implants. Costs for Preventive & Diagnostic Services do not count against your $1,000 Annual Dental Maximum.

- The Ameritas Dental plans are more expensive than our current WEA Select DDWA & Willamette Dental plans, due to the differences in benefits and certain enhancements.

- The HBC will continue discussing Dental options, though the focus is more on Medical options for the time being.

GENERAL DISCUSSION
- The HBC would like to compile information into accessible formats to share with the employees of ASD.
- The HBC will begin publishing the Meeting Minutes and the printed materials on the ASD Benefits Website (www.ourpasswordpage.com, password: asd).
- The HBC will begin planning the information campaign in anticipation of Open Enrollment to ensure that employees have as much information as possible, as well as time to review the final recommendations/decisions and ask questions.

VOTE - Stacy Jordison moved that the ASD Health Benefits Committee review only the Medical Total Takeover Options from Premera Blue Cross and Kaiser Permanente going forward, eliminating the WEA Select Medical Option from further consideration.
- Pam Stevenson seconded.
- All voting attendees voted in favor
  - The motion PASSED unanimously.

HBC PROCEDURES DISCUSSION
- Kelley Nybo distributed a draft of Health Benefits Committee Procedures & Committee Member Duties for discussion and consideration, potentially for implementation in the 2017-2018 SY.
- The HBC discussed the first three bullets of the draft Procedures, discussing defining HBC member term limits, voting representation of the various unions/bargaining groups, and the standards for quorum at meetings.
- Further discussion was tabled due to time and the complexity of the discussion.
  - Tabled until the Sept. 2017 HBC Meeting.

The Meeting adjourned.

NEXT HBC MEETING: Thursday, June 8, 2017 at 1:00pm