

MEETING:
SUPERINTENDENT'S INSURANCE ADVISORY
COMMITTEE (SIAC)

January 25, 2023

1:00 – 4:00 p.m.

Location:
ESF - Board Room

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|------------------------------|--|-------------------------|-------------|
| Meeting called by: | Amy Williams | Type of meeting: | Advisory |
| | | Minutes by: | Patty Snorf |
| SIAC Members Present: | Amy Williams (BFT); Kyle Savage (BFT); Dimarcus Simmons (Local 1010), Leslie Lawter (Local 1010); Nel Marshall (School Administration); Lisa Schmidt (Benefits) | | |
| Staff: | Katie Campbell (Board Member); Cindy Lesinski (CFO); Antonia Scipio (Dir. Employee Benefits & Risk); Dr. Karyle Green (Interim Chief HR Officer); Joe Strohfus (BPS) | | |
| Absent: | Dan Bennett (BFT) | | |
| Guests: | Debbie Poole (Lockton) remote | | |

MINUTES

Welcome and Introductions: Amy welcomed all to the meeting and called the meeting to order. Antonia introduced new SIAC member Mr. Dimarcus Simmons representing Local 1010. He is replacing Patrick Darville.

Reorganization of SIAC; Chairperson & Vice-Chair: Antonia reminded the committee that every January, per the SIAC Charter, a vote will be taken for Chairperson and Vice-Chairperson. She asked for nominations for those positions. Lisa Schmidt made a motion for Amy Williams as Chair, which was seconded by Leslie Lawter. Amy was unanimously voted in as Chair. Amy made a motion for Lisa Schmidt as Vice-Chair, Leslie seconded, and the majority of the committee voted for Lisa as Vice-Chair.

Approval of the December 2022 SIAC Minutes: Amy asked if any discussion was needed on the last month's meeting minutes. There was none. Lisa made a motion to approve the minutes, Leslie seconded. The committee unanimously approved the minutes.

Financial Update: Debbie Poole presented BPS financials, **year-to-date**, January - November 30, 2022.

- Total plan balance is \$7.2 million
- Total operating expenses were \$68,395,897

Debbie continued with Lockton's presentation, same year to date.

- Medical and pharmacy are running at a deficit of **\$2.18 million** compared to total budget
- Pharmacy claims account for 20.5% of total cost
- Total claims are down 6.5% compared to same time frame last year
- Other Costs are 3.4% higher than previous year

Kyle asked why administrative fees were up. Debbie answered, admin fees went up \$125,000 due to fewer premium holidays from Cigna.

Kyle asked what the Other Costs included. On page 6, some of the Other Expenses are listed: salaries, purchased services, materials and supplies, bank charges, consulting fees.

Kyle asked for a breakdown of Other Costs from 2021. Antonia will get that data.

Cigna/Parrish Contract: Debbie continued.

- Parrish and North Brevard Medical Support contract with Cigna did terminate December 15, 2022
- An agreement was reached two days later, with no gap in coverage
- The contract was extended to February 28, 2025

Amy asked that it be made clear that Parrish Medical Group was impacted by this contract issue. Leslie is concerned that Silver plan members were not notified that the contract was extended, as notices were sent out when the contract terminated, but not after it was reinstated. Members should know that they do not need to change physicians or hospitals. Kyle suggested texting employees as an added manner of disseminating information. Antonia explained that texting employees is not viable due to the limitations of AS400. More discussion followed. Antonia will follow-up with Cigna regarding how members were notified by Cigna about the Parrish contract renewal. Kyle and Leslie said they will gladly post on their respective unions' Facebook pages any information sent to them to share with employees.

Pediatrics in Brevard (PIB):

Debbie said Pediatrics in Brevard (PIB) recently partnered with Privia Medical Group, which is affiliated with Health First. Due to this contractual relationship, PIB is no longer a Schedule 1 provider on the Silver plan. Lisa said the doctors/staff members of PIB were unaware that signing on with Privia would result in patients being billed at Health First rates. Katye said that Health First does not recognize PIB as part of their network.

New Hire Wellness Deductible:

Lisa said that new hires with start dates between August 1, 2022 through July 31, 2023, will be given the wellness deductible since they did not have the opportunity to complete the two activities to get the lower deductible for plan year 2023. Kyle is concerned that this could happen again next year. He also said he thinks staff should still have to complete the wellness activities vs. just being given the lower deductible. Antonia said she and the Benefits team will work on this issue. Antonia stated that reminders will go out in February regarding the deadline for the wellness activities to be completed for a lower medical deductible. Amy said that Marathon has been sending out bills to patients. Antonia is aware and looking into that.

Upcoming Meetings:

Antonia asked the committee how many times a year they would like to meet. Amy asked if there was a motion to decide to make a decision at each meeting if they needed to meet the following month or to skip a month. Lisa made the motion, Dimarcus seconded. The majority of the committee voted in favor. The motion carried. It was then decided the next meeting would be in March.

Kyle made a motion to change the start time to 2:00 p.m. Amy asked if there was a second, there was not.

Close:

Antonia introduced and welcomed Joe Strohfus who is the new health plan fund accountant. He comes from the Budgeting Department of BPS. Nel shared some very positive comments regarding Karen Thompson, NP, of the Marathon clinic at the Viera location. Katye is excited about all the wellness activities offered and is spreading the word and encouraging participation. Lisa mentioned that the BPS Wellness program just received a Silver Level Cigna Healthy Workforce Designation for the 2022 plan year.

Adjourned: The meeting adjourned at 2:40 p.m.

Upcoming SIAC Meeting: Wednesday, March 22, 2023; 1:00 – 4:00 p.m.