

December 13, 2023

1:00 – 4:00 p.m.

MEETING:

**SUPERINTENDENT’S INSURANCE ADVISORY
COMMITTEE (SIAC)**

Location:
ESF–Training Rooms 3 & 4

Meeting called by: Amy Williams

Type of meeting: Advisory

Minutes by: Annette Spiegel

SIAC Members Present: Amy Williams (BFT-Chair), Lisa Schmidt (Employee Benefits), Anthony Colucci (Instructional Personnel/BFT), Kyle Savage (Instructional Personnel/BFT), Dimarcus Simmons (Support Services/Local 1010), Dr. Neleffra Marshall (School Administrators)

Staff: Katy Campbell (Board Member), Cindy Lesinski (CFO), Joe Strohfus (Benefits), Antonia Scipio (Director, Employee Benefits & Risk Management, remote), Annette Spiegel (Risk Management)

Absent: Support Services/Local 1010 Member (Position Vacant)

Guests: Debbie Poole (Lockton)

MINUTES

Welcome and Introductions: Amy called the meeting to order and welcomed everyone. Amy questioned whether a quorum was present, and there was. Antonia provided information about the Local 1010 Member SIAC board vacancy.

Approval of the 10/25/23 Minutes: Amy asked for discussion. None requested. Minutes approved.

Topic Updates / Discussion 2024 Stop Loss Marketing and Open Enrollment: (Debbie, Joe)

- Debbie presented good news resulting from recent stop loss negotiations that will affect 2024 expenses. Instead of an expected 20% increase in the stop loss premium, negotiations with incumbent carrier HM Insurance Group have resulted in a \$387K premium savings. Katy questioned the frequency of stop loss renewal and Debbie replied it's done annually instead of every 3 years as carriers must look at 12 months of claims at a time.
- Debbie reviewed 2024 open enrollment results. The following increases were noted from 2023's enrollment: 1.1% medical, 2.3% dental and 1.5% vision. Overall, Debbie reported a very successful open enrollment period. Anthony asked if anything was done to steer staff to the Silver Plan. Lisa stated that Benefits emphasized the availability of the nationwide network on the Silver Plan, just like participants have on the Gold Plan, to better help enrollees understand they are not missing out on provider access. Debbie asked the SIAC for employee feedback regarding the 2024 open enrollment process. Anthony reported the only thing he heard was that people were disappointed with the absence of the \$300 FSA Board contribution. Dimarcus commented that there was some confusion about the value of choosing the Silver plan but overall, most people had a good understanding.
- Debbie commented that BPS financials contain some assumptions regarding clinic costs as SIAC did not hold a meeting last month and October's financials are not yet closed.
- Joe presented September's and October's financial results. There was a \$1 million increase, including the \$1.5 million pharmacy rebate, in September but a \$1 million decrease in October. Medical claims in October and November increased significantly due to high claims and Joe anticipates November will not yield good news due to these claims. BPS clinic expenses mirror previous months resulting in the approximate \$2.4 million cost to run the clinics annually.
- Debbie reviewed claims through October and explained that the \$1 million deficit and 101.6% loss ratio through October can be attributed to the seasonality of the claims. Gross RX claims are running 22.5% of Total gross claim costs; gross claims on a PEPM basis increased 11.7% from the same time last year.
- Compared with 2022, the total plan cost increased by 7.4% though the loss ratio decreased by 1.6% running at 101.6%. Total deficit for 2023 is just over \$1 million compared to the same time last year running just under \$2 million.
- Debbie commented on the cyclical nature of the Rolling 12 months for all plans and that though it's running over budget through October, there should be some stabilization in the November and December numbers ending the plan year within budget. The Rolling 12 Gold Plan loss ratio has decreased to 112.5% from 115.4% indicating that plan participants are more engaged in their wellness and using Surgery Plus. The Silver Plan is still the better performing plan running an 86.3% loss ratio. There are 2 large claims over \$500K contributing to the Aggregate Specific Deductible, \$387K, at which point HM provides reimbursement. Kyle questioned trends regarding large claimants. Debbie will provide information at the next meeting that adheres to privacy guidelines.

Wellness Program Highlights (Debbie):

- Debbie reviewed Wellness Program highlights and details including programs, communications, strategy, and Marathon's involvement. 49.8% of the population has earned 2023 incentives, a decrease from 73.5% in 2022. From an engagement perspective, there's been an increase in participation aligned with the 5-year plan. Antonia stated the rise in participation is very positive, engaging individuals to be healthier, and that we'll continue to strive to improve our wellness program, impacting diabetes, hypertension, etc. She reviewed that a survey was sent out to employees on December 12, 2023, seeking a gauge from them about what they liked / didn't like / preferences about the wellness program. CIGNA previously recognized the BPS program with the Bronze/Silver level, and it will continue to be a goal working towards the same for the Gold level if not in 2023, in 2024. She encouraged SIAC members to support and engage their employees in the program. She thanked everyone for their support. Katie asked if the CIGNA Wellness Team monitors participation in each event and Debbie and Antonia responded "yes" and that it helps determine the strategies for future programs.
- Debbie initiated a plan design discussion noting that there is now an open RFP for 2025, posted on Monday, December 11th.
 - She reviewed current BPS Medical Plan highlights: Wellness incentives, preferred lab, free MD Live, SaveonSP, clinical intervention programs, Surgery Plus, Hinge Health. Kyle reiterated his desire for transparency regarding high-cost claims / trend discussions.
 - She reviewed Plan Design Considerations: Eliminating the Gold Plan, OOP Max (ACA Max), HRA / HSA Options. Anthony requested clarification about why eliminating the Gold Plan might increase expenses. Debbie and Lisa explained that Gold claims will move into the Silver plan and the revenue from the Gold plan contributions will be lost.
 - A lengthy conversation ensued with all attendees discussing numerous issues: the history of the Gold vs. Silver issue, SIAC's decision to let contribution changes be handled during bargaining, why people choose Gold, how it might be effectively changed, why contract language compared to insurance (CIGNA) language is confusing, In vs. Out of network costs and the plausibility of plan restructuring (Debbie), provider availability by location, Health First, a Gold plan contribution increase, and a dissection (Debbie) of the demographics that must be considered to determine rates.
 - Debbie asked for a "temperature read" about a narrow-network plan design...in vs. out of network, HMO-like. Discussion ensued. Debbie commented that SIAC members were "asking all the right questions" regarding creating a future BPS plan. As Kyle previously requested, Debbie presented detailed information about Collier County Schools plan design which is based on wellness participation that drives eligibility and that such plans must be ACA compliant. SIAC participants speculated about a future BPS plan based on wellness requirements, how this could affect provider charges, drug related expenses and commented on recent CVS pharmacy organizational changes. Anthony commented that it would take some reworking but the Collier concept "isn't terrible." Debbie encouraged everyone to think about Collier's options (Basic pathway, Custom pathway, Enhanced pathway) and focus on two of them.
 - Debbie encouraged the group to continue this conversation among members as there's an open RFP with enormous potential on the agenda. She asked for SIAC members to communicate with members on the evaluation committee about the intent of the results from the RFP. She asked for SIAC members to share feedback with Antonia and Lisa. Debbie concluded that the conversation was a good one.
 - Antonia agreed with Debbie that this was a good and effective discussion. She asked if SIAC could agree with moving the January 2024 SIAC meeting from the 24th to the 17th so Debbie can participate. SIAC responded "yes." Debbie shared that Marathon and Hinge Health will be presenting at an open discussion during the January meeting.

Additional Discussion (All):

- Kyle expressed his dissatisfaction with the cost of Marathon visits. Lisa commented on the disparity in appointment length between Marathon and community PCPs. Amy, Katie and Dimarcus shared views and comments with the group.
- Anthony questioned the status of the motion to bring industry experts back onto the SIAC committee. Antonia confirmed a general discussion with the Superintendent but there has been no response yet. Cindy added that they're still waiting for an answer but there's a reasonable timeline to obtain an answer.
- Meeting participants discussed "industry experts."
- Amy asked for a motion to adjourn the meeting. Motion received and seconded. Meeting adjourned.
- **Next SIAC Meeting: Wednesday, January 17, 2024, 1:00 p.m. - 4:00 p.m.**