

**MEETING:
SUPERINTENDENT'S INSURANCE ADVISORY
COMMITTEE (SIAC)**

August 18, 2021

1:00 – 3:00 p.m.

**Location:
ESF Training Rooms 5 & 6**

Meeting called by:	Lisa Schmidt	Type of meeting:	Advisory
		Minutes by:	Patty Snorf
SIAC Members present:	Amy Williams (BFT); Anthony Colucci via phone (BFT); Kyle Savage (BFT); Leslie Lawter (Local 1010); Judy Griffin (1010); Sharon McNichols (Retirees); Chris McAlpine (Board); Mike deVaux via phone (Board); Shelia Gaylor (Board); Dominic Laretta (Board); Katy Campbell (Board member-ex officio); Antonia Scipio (Dir. Employee Benefits & Risk - ex officio); Dr. Beth Thedy (Deputy Superintendent/CHRO - ex officio)		
Absent:	Nel Marshall (School Administration); Lisa Schmidt (Benefits); Cindy Lesinski (CFO - ex officio)		
Guests:	Debbie Poole, Lauren Bifano, Dennis Dulaney via phone, and in person Erik Toerge and Mike Meredith (Lockton); Brian McNeil, Renee Carey and Cory Norbutus; all via phone (Cigna); Susan Denyer (Director of Accounting Services); Bonnie Doss (BPS); Kristy Rodriguez via phone (Director, Purchasing)		

MINUTES

Welcome and Introductions: Amy welcomed all to the meeting and called the meeting to order. Some committee members and vendor representatives participated by calling in.

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

Financial Update: Susan Denyer presented projections from July 1, 2021 through December 31, 2023, including the increased employer contributions.

- Beginning fund balance as of July 1, 2021 is \$11 million, this includes a \$5 million infusion made in June 2021
- There will be an additional \$2.5 million infusion in December 2021
- An employer contribution increase of 15.2% equaling \$6.1 million for the first half of 2022
- Projected overage for F.S. 112.08 required balance for June 2022 is \$458,633
- Another employer contribution of \$5.2 million for July through December 2022
- Projected shortfall for F.S. 112.08 required balance for June 2023 is \$1.2 million

Kyle asked if the increased employer contribution would be recurring. Dr. Thedy answered that it would continue into 2023.

Modeling Workbook: Erik Toerge and Mike Meredith presented. There are no plan design changes that can be made that will make significant cost savings to the fund, such as eliminating the Gold Plan, increasing premiums for Gold Plan, or projections of members migrating over to the Silver Plan. All those scenarios still show a loss of revenue.

Dr. Thedy stated that the reason there are no premium increases for employees or plan design changes for calendar year 2022 is due to the increased contributions from the Board.

Discussion

Kyle asked Lockton what would happen if we make no changes for 2023. Mike M. answered saying that there are no plan design changes that can be made that will make a significant difference on how the plan is running. Seventy percent (70%) of expenses are going to a few large, ongoing claims. Claims costs have to go down or the conversation of not being adequately funded will be recurring. A healthier plan member population will lower costs; and will take a lot of work. He mentioned Embold Health, a company that helps patients find local providers with best outcomes, which in turn saves on spend.

Kyle commented on high maternity claims and asked what could be done to lower claim costs. Currently, there is Healthy Pregnancy & Healthy Babies program through Cigna that provides an incentive to enroll. Mike M. added that there are other independent maternity programs out there, and some have performance guarantees.

Dominic suggested that there be case management at the physician level in order to have a better outcome with high-risk pregnancies.

Brian was asked what Cigna is doing with the high-cost infants reported this year. He said Cigna is making sure patients get the case management they need, and they are trying to mitigate future costs that could be incurred by the child's condition.

Dr. Thedy was concerned that she did not have the information Kyle was referring to. Kyle had asked Cigna on his own, for clarification on data shared in one of the sub-committee meetings. Not every SIAC member knew the question Kyle asked nor Cigna's response.

Cory answered why Cigna does not reach out to pregnant members. They do not want to contact a mother who may have miscarried. Healthy Pregnancy program information can be found on their website, and enrollment is voluntary.

Dominic asked what the collaboration is between Cigna, Lockton and the physician of a member who has been identified as a high-risk pregnancy; not including the patient. Renee responded for Cigna saying there is coordination in the care management program to discuss appropriate care. Mike M. said Lockton would only advise once a case becomes a large claimant. He did add that employers who incentivize pregnant employees to enroll in a healthy pregnancy program experience more enrollment in those programs.

Chris stated that patterns and trends data requests have been made and they are still waiting for a report. He went on to say that there are many programs available, but it doesn't appear that they are working together. Local providers and resources need to be part of the answer in improving the health of members.

Kyle suggested limiting choices to avoid premium increases. Amy added - narrowing the network. Sheila suggested an EPO (Exclusive Provider Organization), where specific high-cost services are covered under local but specific providers. She still likes the idea of either an HRA or HSA option. Mike M. said neither the HRA nor the HSA will help with health care spend, because most of our costs are coming from a very small portion of the membership.

Dominic asked for the costs generated by the retirees on the plan. He believes there may be coverage in a fully insured private exchange that provides equivalent care and premiums. Dr. Thedy will provide the committee with the figures; premiums received and claims costs.

Dr. Thedy clarified the objective for future SIAC meetings. We need to start coming up with ideas for calendar year 2023. She continued saying cuts have been made in order for the Board to be able to make higher contributions for 2021 and 2022. Recommendations should be ready by March 2022, for 2023.

Katye asked if the sub-committee meetings would resume. Amy and Leslie said they did not find them beneficial, in the manner they were run.

Amy asked if the regular SIAC meeting in August should be held or meet again in September. No member found it necessary to meet again next week. Amy asked for a motion to postpone until September; Dominic so moved, Sheila seconded. The next full SIAC meeting will be in September.

Adjourned: The meeting adjourned at 2:25 p.m.

Upcoming SIAC Meeting: Wednesday, September 22, 2021, 1:00 - 3:00 p.m.

Other Action Needed: check accuracy of Chris and Dominic's email addresses that are on file