



## MINUTES OF THE WASHOE COUNTY SCHOOL DISTRICT GROUP INSURANCE COMMITTEE

August 6, 2019

### 1. OPENING ITEMS

#### 1.01 Call to Order

The meeting of the Washoe County School District Group Insurance Committee was called to order at 4:00 p.m. at the WCSD Central Administration Building Board Room, 425 East 9<sup>th</sup> Street, Reno, Nevada 89512.

#### 1.02 Roll Call

Chair Dawn Miller and Members Robert Munson Toni Maresjo, Diane Lyon, Don McHenry, Tony McMillen, and Jeff Bozzo present. Members Kathy Howard, Sheryl Bennett, Eric Diamond, and Danny Kitts was absent at roll call. WCSD committee liaison and Risk Manager, Jackie James, and staff were also present.

#### 1.03 Public Comment

Melissa Sole, President of Washoe Retired Education Association, asked the Committee to please keep the retirees in mind when making a decision on the 5% increase in premiums; adding that retirees pay the entire premium.

### 2. ITEMS FOR DISCUSSION, PRESENTATION AND/OR ACTION

#### 2.01 Action to Adopt the Agenda

**It was moved by Don McHenry, seconded by Tony McMillen, that the Insurance Committee adopt the agenda as presented** (Yea: Robert Munson, Dawn Miller, Toni Maresjo, Diane Lyon, Don McHenry, Tony McMillen, and Jeff Bozzo. Final Resolution: Motion Carried 7-0.

**2.02 DISCUSSION AND POSSIBLE ACTION TO RECOMMEND TO THE BOARD OF TRUSTEES THE WASHOE COUNTY SCHOOL DISTRICT'S HEALTH INSURANCE RATE INCREASE AND/OR COMBINATION OF RATE INCREASE AND BENEFIT CHANGES UP TO 6.02% FOR THE 2020 CALENDAR YEAR. POSSIBLE BENEFIT CHANGES BEING DISCUSSED MAY INCLUDE: OUT-OF-POCKET MAX, DEDUCTIBLES, PRIMARY CARE PHYSICIAN VISITS CO-PAY, SPECIALIST OFFICE VISIT CO-PAY, EMERGENCY ROOM CO-PAY, URGENT CARE CO-PAY, CARRYOVER DEDUCTIBLE, GENERIC AND BRAND RETAIL PRESCRIPTION CO-PAY, GENERIC AND BRAND MAIL ORDER PRESCRIPTION**

**CO-PAY AND CO-PAYS FOR 90 DAY RETAIL PRESCRIPTIONS PRESENTED BY LP INSURANCE. (FOR POSSIBLE ACTION)**

Lloyd Barnes, LP Insurance, discussed the blended rates at 6.02% for the PPO, HSA, Dental, and Pharmacy Plans and eliminating the EPO Plan. Mr. Barnes, also discussed the rates at 5.83% and 5% for all three plans, PPO, EPO, HSA, Dental and Pharmacy. Mr. Barnes also presented the plan design change options for the EPO and PPO Plan for January 1, 2020.

Member Robert Munson suggested raising the urgent care copayment to \$65.00, and reducing the Physical Therapy copayment to \$35 on both the EPO Plan and PPO plan. Mr. Munson also suggested to raise the generic retail prescription and mail order prescription from \$10 to \$15. Member Tony McMillen, agreed in reducing the specialty copayments and offset with other areas and not to eliminate the EPO plan even if the membership is low. Member Dawn Miller, also agreed in lowering the Physical Therapy copayments but suggested to increase the Urgent Care visit copayment. Member Jeff Bozzo suggested since we are changing providers, he suggested to eliminate the EPO Plan which would take us to 5.4%<sup>3</sup> to 5.62%. Member Robert Munson suggested to change the PPO Plan's out-of-pocket from \$3,500 to \$4,000 that takes it to 6.2% and get rid of the EPO Plan. Member Don McHenry, stated if the EPO Plan is not costing money, what the advantage of getting rid of it. Member Jeff Bozzo, stated it showed members on the EPO plan have a richer benefit and it costs more. Member Don McHenry stated generally members on the EPO Plan are higher utilizers and will continue to be high utilizers regardless which plan they sign up for if the EPO plan is eliminated and will not be contributing out of their paychecks.

On motion by Jeff Bozzo, second by Don McHenry, the Group Health Insurance Committee recommend the Board of Trustees accept a health insurance rate increase for the 2020 Calendar Year of 5% and benefit changes of 1.02% impacting Urgent Care copayments, retail generic prescription copayments, and offsetting reductions in copays for physical therapy, occupational therapy, speech therapy, and chiropractic services; and the elimination of the EPO plan.

Member Tony McMillen asked for a friendly amendment to include acupuncture as part of the services with a \$35 copy. After discussion among the committee related to usage and cost of acupuncture, Mr. Bozzo accepted the friendly amendment. Mr. McHenry accepted as the maker of the second to the motion. (Yea: Robert Munson, Dawn Miller, Toni Maresjo, Diane Lyon, Don McHenry, Tony McMillen, and Jeff Bozzo. Final Resolution) Motion Carried 7-0.

### **3.0 Closing Items**

#### **3.01 Announcement of Next Meeting**

The next meeting of the Washoe County School District Insurance Committee will take place at 2:00 p.m. on Thursday, August 22, 2019, at the WCSD Central Administration Building Board Room, 425 East 9<sup>th</sup> Street, Reno, Nevada 89512.

#### **3.02 Public Comment**

There was no public comment at this time.

#### **3.03 Adjourn Meeting**

There being no more business, the meeting was adjourned at 5:01 p.m.