

**MINUTES OF THE FEBRUARY 23, 2022
MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
GROUP INSURANCE COMMITTEE**

February 23, 2022

1. OPENING ITEMS

1.01 Call to Order

The meeting of the Group Insurance Committee was called to order at 4:02 p.m. at the WCSD Central Administration Building Board Room, 425 East 9th Street, Reno, NV 89512.

1.02 Roll Call

Committee Members, Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Tony McMillen, Toni Maresjo, Dawn Etcheverry and Robert Munson were present. Members Vickie Cooper and Diane Lyon was absent. Staff Liaison Laura Thurston and staff were also present.

2. DISCUSSION, PRESENTATION, AND ACTION ITEMS (Public comment: any individual may address the public body concerning any item listed below. A completed "Citizen's Right to Speak" card must be submitted to the public body at the meeting. During the discussion of each item on the agenda, the Chair will invite the individual to come forward to speak. Individuals are limited to three minutes per item.)

2.01 Discussion and Possible Action to select a Committee Chair for the 2022 calendar year ending December 31, 2022, from the current membership: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Dawn Etcheverry, Diane Lyon, Toni Maresjo, Tony McMillen, and Robert Munson (FOR POSSIBLE ACTION)

Members Rachel Drake and Toni Maresjo nominated Dawn Etcheverry for Chairperson, Member Dawn Etcheverry did not accept the nomination.

It was moved by Jeff Bozzo, second by Eric Diamond to elect Robert Munson as Chairperson of the Health Insurance Committee for a one-year term expiring December 31, 2022 (Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Tony McMillan, Toni Maresjo, Dawn Miller, and Robert Munson). Final Resolution: Motion Carried 8-0

2.02 ACTION TO ELECT A VICE-CHAIRPERSON OF THE HEALTH INSURANCE COMMITTEE FOR A ONE-YEAR TERM EXPIRING DECEMBER 31, 2022, FROM AMONG THE CURRENT MEMBERSHIP: Robert Munson, Dawn Etcheverry, Rachel Drake, Toni Maresjo, Diane Lyon, Mike Dixon, Tony McMillen, Eric Diamond and Jeff Bozzo.

It was moved by Mike Dixon, second by Toni Maresjo to elect Jeff Bozzo as Vice-Chairperson of the Health Insurance Committee for a one-year term expiring December 31, 2022 (Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Tony McMillen, Dawn Etcheverry and Robert Munson Final Resolution: Motion Carries 8-0

2.03 PRESENTATION AND DISCUSSION OF WASHOE COUNTY SCHOOL DISTRICT GROUP INSURANCE INTERNAL SERVICE FUND AS OF DECEMBER 2021 (For Discussion Only)

Jessica Young, Controller, reviewed the Health Insurance Internal Service Fund statement as of December 2021, and compared against the statement of December 2020. According to the comparative statement of net assets as of December 2021, the total assets were \$43,356,326 as compared to \$36,351,451 at the same time last year. Total liabilities were \$8,904,968 as compared to \$7,734,831 last year. The total net position as of December 2021 was \$34,550,203 as compared to \$28,877,572, an increase.

2.04 Presentation and Discussion of Washoe County School District Group Insurance Claims Experience Report, as of JANUARY 2022 (FOR INFORMATION AND DISCUSSION ONLY)

Nate Kerr, LP Insurance representative, discussed the Average Monthly Comparison which provides data to include active enrollment of employees and dependents; claims from medical, prescription, dental, and vision; and specific utilization from medical and pharmacy categories such as emergency, lab x-ray, pharmacy, urgent care, etc.. Mr. Kerr also discussed the number of hospital admits for the current year, the average cost per inpatient/outpatient admits and average days per inpatient/outpatient stays.

2.05 PRESENTATION AND DISCUSSION OF WASHOE COUNTY SCHOOL DISTRICT GROUP INSURANCE ANTHEM CLAIMS ACTIVITY AND TURNAROUND REPORTS AS OF JANUARY 2022 (For Discussion Only)

Pamela Davidson, Account Manager for Anthem, reviewed the claims experience report through January 2022. It is the goal of Anthem to process claims within 30 days. For the month of January claims were processed within 60 days at a rate of 99.97%.

Ms. Davidson reviewed the current percentages for claims paid within 30 days for the PPO Dental, PPO Medical, HSA Dental, HSA Medical, PPO Dental, and PPO Medical.

2.06 Presentation and Discussion of Washoe County School District Group Insurance Wellness Program Report to cover current events and programs, as of JANUARY 2022 (FOR INFORMATION AND DISCUSSION ONLY)

Laura Thurston, Risk Coordinator, discussed the Virgin Pulse Mindful Exploration Spring Step Challenge from March 3, 2022 to April 2, 2022 Ms. Thurston discussed the Virgin Pulse Revisit the Past Challenge February 14, 2022 to February 20, 2022.

2.07 PRESENTATION AND DISCUSSION OF WASHOE COUNTY SCHOOL DISTRICT GROUP INSURANCE 90 DAY BENEFIT WAITING PERIOD (For Discussion and Possible Action)

Laura Thurston, Risk Coordinator, discussed potentially decreasing the 90-day waiting period. Ms. Thurston discussed that with the current Risk Management staff and current processes, it would not be possible to make a change that would be very efficient for new hires. Ms. Thurston discussed the new hire portal and once it goes through the testing phase and gets adopted she will have a better sense of what kind of wait time frame would be efficient, such as a 60 day waiting period or a 30 day waiting period. Ms. Thurston stated after the new hire session for the new year which when there would be more processing which is around November time frame, she would then be able to better assess that question. Ms. Thurston is hoping the new hire portal will work fantastic and create a lot of new efficiencies. Emily Ellison, Human Resource Chief, stated she is in favor of lessening the wait period, if we could do so. Ms. Ellison stated to the Insurance Committee for them to not think that we do not want to make the change, but her concerns are the infrastructure to make it happen effectively. Ms. Ellison stated Business Plus which an HR System used underwent an upgrade, Risk Management has been impacted, such as when packages are being entered, they keep disappearing it can take up to two days for troubleshooting. Ms. Ellison stated she would like to work with each of the associations to make sure that our leave policies make sense with that kind of a change.

Member Discussion, Member Robert Munson and Member Dawn Etcheverry asked what other Districts in the state are doing for their new hire waiting period, and suggested we ask other HR Directors what their processes are. Laura Thurston, Risk Coordinator stated she gather as much as she could around public entities, Clark County starts the

first day of the month following hire, they have 30 days to enroll, no paper forms are accepted, everything is done online including a self-paced orientation. Ms. Thurston stated Truckee School District has to be applied within 31 days of first becoming eligible for coverage, no date available, City of Reno is 91st day, City of Sparks and State of Nevada the first day of the month following hire and NV Energy is 90 days. UNR coverage begins on the First Day of the First Full Month of employment, enrollment must take place within 15 days of the start date and Reno Tahoe International Airport date of hire. Member Rachel Drake asked if we can get more specific numbers, what the current process is and who long it takes to process July and August New Hires. Member Eric Diamond stated it is an incredible tool to offer as a package when recruiting, he asked if there is any kind of issue with a 30-day situation and backlogging. Member Mike Dixon, stated if the big barrier about moving to electronic enrollment process, is it possible that it just went through a third party. Member Rachel Drake asked what else needs to be addressed before considering a reduction. Member Dawn Etcheverry suggested this item be on the agenda each month for discussion and reach out to other counties and ask about their process.

It was moved by Dawn Etcheverry and second by Mike Dixon that the Insurance Committee continue to meet monthly and research the 90-day period for insurance with first steps being part of next year's insurance packet. Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Tony McMillen, Dawn Etcheverry and Robert Munson Final Resolution: Motion Carries 8-0

2.08 APPROVAL OF THE MINUTES FROM THE JANUARY 26, 2022 MEETING OF THE GROUP INSURANCE COMMITTEE (For Possible Action)

It was moved by Committee Member Jeff Bozzo and seconded by Committee Member Dawn Etcheverry that **the Group Insurance Committee approves the minutes from the January 26, 2022 meeting of the Group Insurance Committee.** The result of the vote was Unanimous: Pass (Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Tony McMillen, Dawn Etcheverry and Robert Munson Final Resolution: Motion Carries 8-0

3. CLOSING ITEMS

3.01 Public Comment

The Group Insurance Committee received comments from the following:
No Comments

3.02 **Announcement of Next Meeting**

The next meeting of the Group Insurance Committee would take place on Wednesday, March 30, 2022, 4:00pm at the WCSD Central Administration Building, 425 East 9th Street, Board Room, Reno, Nevada 89512

3.03 **Adjourn Meeting**

There being no further business to come before the members of the Committee, Vice Chair Robert Munson declared the meeting adjourned at 5:14 p.m.

Chair Robert Munson