

**MINUTES OF THE May 25, 2022
MEETING OF THE
WASHOE COUNTY SCHOOL DISTRICT
GROUP INSURANCE COMMITTEE**

May 25, 2022

1. OPENING ITEMS

1.01 Call to Order

The meeting of the Group Insurance Committee was called to order at 4:04 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, and Robert Munson were present. Members Vickie Cooper, Tony McMillan, Dawn Etcheverry, and Diane Lyon and Toni Maresjo_were 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.)

Public comment from Trustee Diane Nicolet represents the Board of Trustees and stated she is not surprised, being in group insurance for many years, at the Nevada System of Higher Ed at TMCC, Trustee Nicolet stated she understands the challenges. Trustee Nicolet stated the Insurance Committee is cognizant of balancing the needs of insurance, the budget, maintaining the cost and yet provide the health care that each person needs, whether it's an employee or retiree. Trustee Nicolet wanted to thank the Insurance Committee for doing this deep dive into very important work. Trustee Nicolet stated The Board of Trustees understand the decisions made by the Insurance Committee are very important and not always easy and are very impactful. Trustee Nicolet, stated as a Trustee she understands you can't make everyone happy, because we can't meet everyone's needs but we keep trying to do the best we can so that our employees and retirees are healthy, feel safe and have the health care they need when they need it. Trustee Nicolet read a bullet point that Vice Chair Jeff Bozzo shared with her that she thinks is worth sharing "The Committee has been open to hearing ideas

about how to provide cost relief to the District's health plan and members such as the specialty medication cost relief program that was presented to the committee earlier this spring". Trustee Nicolet stated we know that is a big issue nationwide. Trustee Nicolet wanted to say Thank You to the Group Insurance Committee from the Board of Trustees.

2.01 Presentation and Discussion of the Washoe County School District Group Insurance Internal Service Fund, as of March 2022 (FOR INFORMATION AND DISCUSSION ONLY)

Jessica Young, Controller, reviewed the Health Insurance Internal Service Fund statement as of March 2022, and compared against the statement of March 2021. According to the comparative statement of net assets as of March 2022, the total assets were \$44,493,378 as compared to \$40,945,487 at the same time last year. Total liabilities were \$8,494,663 as compared to \$7,455,629 last year. The total net position as of March 2022 was \$35,914,955 as compared to \$33,405,179, an increase.

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

Lloyd Barnes, 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. Barnes 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.

2.03 Presentation and Discussion of the Washoe County School District Group Insurance Anthem Claims Activity and Turnaround Reports, as of April 2022 (FOR INFORMATION AND DISCUSSION ONLY)

Kelly Dvorak, Account Manager for Anthem, reviewed the claims experience report through March 2022. It is the goal of Anthem to process claims within 30 days. For the month of March claims were processed within 60 days at a rate of 99.7%.

Ms. Dvorak 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.

Member Toni Maresjo arrived at 4:25pm

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

Mackenzie Howren, Risk Coordinator, discussed the ComPsych Quarterly Utilization Report Highlights, reporting period from January 1, 2022 to March 31, 2022 with a total utilization of 204 members. Ms. Howren discussed the Virgin Pulse Kindness Challenge from May 9, 2022 to May 15, 2022, there was an average daily participation of 165 members. Ms. Howren also discussed the Process Bias Challenge which registration opens June 10, 2022 and the challenge goes live June 13, 2022 to June 19, 2022. Ms. Howren discussed the future planning of the Wellness Screenings and looking into bringing them back to the schools.

2.05 Presentation, Discussion, and Possible Action for the Group Insurance Committee to recommend possible changes to the Washoe County School District Health Plan for Plan Year 2023, including a possible rate increase of up to 5% and/or changes to benefits (FOR POSSIBLE ACTION)

Lloyd Barnes, LP Insurance representative discussed the recommendation of a 5% rate increase for 2023 based on the relatively cost structure. Mr. Barnes stated they did a preliminary process, with last month's data which jumped up a 1% from last months projection to this month based on dropping off a really good month and adding a in an average month. Mr. Barnes is concern about the cost staying elevated and have to project off the expectation but is confident the Plan will be able to stay stable for 2022.

There was discussion with Member Robert Munson they used to receive a 10-year fund balance and does not see it on the report and is curious how the balance is and how it is trending. Lloyd Barnes, LP Insurance stated that is a Washoe County School District Finance and Risk Management question. Member Jeff Bozzo stated July 1, 2022 the net position was \$28.9 Million dollars and in July 1, 2021, the net position was at \$37.7 million dollars as of March 31, 2022, the net position is at \$35.9 million dollars. Laura Thurston, Risk Management Coordinator stated, she has had discussion with Emily Ellison, WCSD Chief of HR and Mark Mathers WCSD Chief of Finance, the Business Office and meet with LP regarding the rate adjustment from 5% to 6.79% and try to make the less impact on members with a 3% to 5% rate increase and what that would look like. Ms. Thurston stated it was determined and will be supported and recommended to keep a 0% increase for 2023 as the fund is stable. Member Robert

Munson was concerned and wants to be cautious that next year or in the future there will not be a huge increase in rates and instead have a 2% this year and possibly a 2% increase next year. Mr. Barnes stated there is a concern cost will increase moving forward to 2023 but supports a 0% increase for 2023. Emily Ellison, WCSSD Chief of HR, stated there are concerns of utilization and large claims. Ms. Ellison and Ms. Thurston would like to get his information out to members before they leave on summer break and re-educate them during Open Enrollment on healthcare access decisions in order to continue the trend in keeping the rates lowered but not discourage to access care. Member Diane Lyon stated at some point rates will be increased, Mr. Barnes stated ultimately yes, the health care costs are not going down and will not have a period of health care costs going down. Member Mike Dixon stated if the committee moves forward with a 0% increase, we suggest to strongly advocate to educate as of why there was a 0%.

It was moved by Rachel Drake and second by Eric Diamond that the Group Health Insurance Committee recommends the Board of Trustees accept a 0% health insurance rate increase for the 2023 Calendar.: (Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Toni Maresjo, Diane Lyon and Robert Munson). Final Resolution: Motion Carried 7-0

Member Diane Lyon arrived at 4:34pm

2.06 Presentation and Discussion of possible new products and services provided by Anthem for Plan Year 2023, including Live Health Online Behavioral Health Services, Diabetes Prevention Program, Emotional Wellbeing Support Tool, and Virtual Primary Care, and Possible Action to elect any or all of the new services and programs to begin Plan Year 2023 (FOR POSSIBLE ACTION)

Kelly Dvorak, Account Manager for Anthem, Virtual Primary Care experience which is available through the Sydney App where members can receive comprehensive primary care, coordinated by a care team. Ms. Dvorak stated members can also receive preventative care through wellness check-ins, lab screenings, prescriptions refills, and referrals available 24/7. Ms. Dvorak discussed the cost to member for a Virtual Primary Care experience text for the PPO Plan \$0.00 copay, High Deductible Health Plan \$39.00 copay, Virtual Visit PPO \$0.00 copay, High Deductible Health Plan \$39.00 copay, preventative visits PPO \$0.00 copay, High Deductible Health Plan \$0.00 copay. Ms. Dvorak also states Live Health Online can assist with Mental Health video visits with in-network licensed Psychologist, Therapist and board-certified Psychiatrist. Ms. Dvorak discussed the Diabetes Prevention outreach program which is a no cost lifestyle

program to help prevent the onset of Type 2 diabetes in conjunction with the Diabetes Prevention Outreach Program.

There was Member Discussion, Erick Diamond asked where the information to identify eligible members who are at risk is coming from. Ms. Dvorak stated it is based on claims data that is submitted to Anthem. Member Jeff Bozzo stated there is more platform for members to access healthcare with a minimal cost to the plan. Ms. Dvorak stated that is correct, there is more access and more resources and trying to keep it low cost to the member as well as to the plan.

It was moved by Jeff Bozzo and second by Rachel Drake that the Group Health Insurance Committee elects new products and services provided by Anthem for Plan Year 2023, including Live Health Online Behavioral Health Services, Diabetes Prevention Program, Emotional Wellbeing Support Tool, and Virtual Primary Care, and Possible Action to elect any or all of the new services and programs to begin Plan Year 2023. Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Toni Maresjo, Diane Lyon and Robert Munson). Final Resolution: Motion Carried 7-0

2.07 Presentation, Discussion, and Possible Action to change the Washoe County School District Group Insurance 90-Day Benefit waiting period for new employees (FOR POSSIBLE ACTION)

Laura Thurston, Risk Coordinator, wanted to provide an update. Ms. Thurston stated she has had continuing discussions with HR and the Business Department regarding the 90-day benefit waiting period, Washoe County School District is in line with Washoe County and City of Reno with a 90 day-day benefit waiting period but not with some of the other school districts in the area. Ms. Thurston stated the on-line portal is still in the testing and there are weekly meetings with Risk Management and IT. Ms. Thurston stated currently we are not in a position to support a recommendation to make a current change to the 90-day waiting period. Emily Ellison, WCSD Chief of HR, stated we are currently not in a position to do the change at this time. Ms. Ellison stated the existing process is so inefficient and suggested to shadow a Benefits Tech to see what the process looks like.

Member Discussion, Robert Munson asked if the District has looked into different types of technology to implement in the near future which will be a cost to the District, but we need to move into the 21st century. Emily Ellison, WCSD Chief of HR, stated the human resources information system Business Plus has reached the end of its useful life for us as an organization. Ms. Ellison stated Business Plus has been put in the 5-year Capital Improvement Program (CIP) to replace Business Plus. Member Rachel Drake stated currently we have a 90-day waiting period and members are being told to they

have the first 60 days to get their enrollment forms turned in. Ms. Drake stated if we shift to a 30-day waiting period, would members have 15 days to submit their enrollment forms, what will be the date for dependent sign up and we need to have a better idea of what we need to get there. Ms. Ellison stated, until we have an electronic process it's not doable to try to turn our current paper process into a shortened process as we do not have the resources, people or technology at the moment. Member Jeff Bozzo asked if it would be appropriate to ask for an update in January with any improvements of the process and what it will take to drop it to 60-day waiting period or 30-day waiting period, also what more we need on technology, what more do we need from staffing and the general fund cost component as well. Ms. Ellison stated updates can be presented more regularly, such as every other month.

2.08 APPROVAL OF THE MINUTES FROM THE APRIL 27, 2022 MEETING OF THE GROUP INSURANCE COMMITTEE (For Possible Action)

It was moved by Committee Member Jeff Bozzo and seconded by Committee Members Diane Lyon and Toni Maresjo that **the Group Insurance Committee approves the minutes from the April 27, 2022 meeting of the Group Insurance Committee with the noted change.** The result of the vote was Unanimous: Pass **for specialty medication, as a new benefit program. Yea: Jeff Bozzo, Eric Diamond, Mike Dixon, Rachel Drake, Toni Maresjo, Diane Lyon and Robert Munson).** Final Resolution: Motion Carried 7-0

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, May 25, 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 Chair Robert Munson declared the meeting adjourned at 6:55 p.m.

Chair Robert Munson