

Present: Nikki Dykstra, Mark Flatau, Scott Haas, Luanne Tufts, Tracy Scott, Braumlee Boyce, Paul Dougherty - Chair, Jack Fallon, Kris Hursh, Dawn Ann Anderson, Lynne Ogden-Rider, Anne Castren

Opened at 4:10 PM

USI Experience Reports with Scott Haas

- Overall plan:
 - Essentially broke even last month
 - Trending up however, operating at 95.11% of budget
 - On rolling 12 month basis, plan cost decreased 17.4%
 - Due to plan design, this time of year is when members are approaching deductibles so costs could be expected to rise between now and July 1
- Large claims:
 - A stop/loss credit is coming--not in district numbers but USI has used it in their underwriting analysis
 - New large claim
 - FCH keeping an eye on this already
 - Month to month fairly stable, costs incurred largely due to prescription drug costs
- Dental
 - Still 114% loss for year
- Total claims to budget
 - Flat, almost negative trend since May 2017
 - Flat Prescription drug costs over 12 months

Preliminary Renewal Projections with Scott Haas

- These numbers are from an underwriting perspective
- Potential for reduction in rates but given Kalispell Public School history and trends, USI and their underwriters recommend leaving rate adjustment at 0.00% to recognize margins and build up reserves
 - These reserve rates will start really appearing in next round of financial analysis
- Dental
 - Not pretty
 - Looking at 20% rate increase projection if anticipating worst case scenario for dental
 - 20.48%+
 - Blend the last 24 months of data--13.5%+ this year, perhaps 7-10% next year?
 - Possible to unbundle dental from medical, but this could lead to a death spiral for our dental plan so this would be unwise
 - To justify rate increase, committee votes unanimously (7 voting members present) to increase benefit cap to \$1500/individual

Contract Negotiations and KRH Proposal with Scott Haas

- Erik and Scott will connect with Jason Spring at KRH next week
 - Spring has submitted proposal but we need further understanding over some of the details

Health Insurance Committee Minutes April 3, 2019

- Will have prepared to create side by side comparison with CareHere
- CareHere meeting with various local representatives set for April 15 at City Hall
 - Committee was unaware of this meeting but is now involved and will remain in communication regarding this
 - In the future, agenda item will be added for Human Resources department to brief committee on communications relevant to committee functionality and miscellaneous health care “temperature checks”

Survey Results

- Scott Haas initial reaction was how close members are with their doctors
- Case management at FCH received poor reviews from members
 - Could we unbundle case management from FCH?
 - There are other case management options out there
 - Need to begin document member issues with FCH ahead of contract renewal discussions next year

Meeting adjourned at 6:12 PM

Next meeting Thursday April 25 at 4:00 and back in the FHS Conference Room