



FAIRBANKS NORTH STAR BOROUGH SCHOOL DISTRICT
Human Resources Department

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Health Care Committee Meeting
Minutes

December 14, 2021

1:30 p.m. to 3:30 p.m. via Zoom

Mission Statement: The mission of the Joint Health Care Committee is to provide a quality health plan that meets the needs of our members through shared decision-making in a fiscally responsible and affordable manner to promote the health and wellness of all employees.

Health Care Committee Members Present:

Superintendent Appointed Reps:

Andreau Degraw, COO, Admin Svs.
Joseph Tyson, Risk & Safety Coord.
Nicole Herbert, Accounting and Payroll

FEA Reps:

Megan Eilers, HUT
David Devaughn, WVH (Chair)
Jessica Iglesias, MSN

ESSA Reps:

Danielle Logan, ESSA President

FPA Rep:

Mark Winford, NPE

FNSB Risk Managers (Non-Voting):

Brandi Wehner, Risk Manager
Carrie Carnes, Borough and Risk Management

Staff Support:

Teresa Paulsen, HR Assistant
Kathy Port, Assistant Director of HR
Colleen Savoie, Health Care Consultant,
Parker, Smith & Feek

I. Call to Order & Reports

Called to order by David Devaughn at 1:32

- **Mission Statement**
- **Meeting Check-In**

- **Approve Agenda**
Change David Devaughn's title from BEH to WVH
Moved to approve with change: Nico Herbert
Seconded: Jessica Iglesias
All-in-favor: Motion Passed

- **Approve Minutes from Oct. 27, 2021 Meeting**
Moved: Nico Herbert
Seconded: Andy Degraw
All-in-favor: Motion Passed

- **Claims Experience Report – Colleen Savoie**

(Discussion)

Pg. 15 shows the cost per prescription, page 2 is per employee per month utilized.

Will ask for information on a mitigation plan to reduce expenses on medication costs.

Medical claims for November look favorable, will provide relief for the average.

The overall picture depends on how COVID runs its course and other large claims, which are difficult to predict.

Overall health care plan participation has decreased this year, most likely due to the decreased number of filled positions in the district. Also, employees who resign have benefits through August. Then new employees don't begin coverage until Oct. 1.

- **Benefits Report**

(Discussion)

There has been a migration from Plan A to Plan C. This year AF money got frontloaded for HRAs. Have negotiated with AF and are changing to a claims-paid billing. That is the reason for the blackout window employees with HRAs are being notified about. Employees will need to pay claims during that period and get reimbursed. \$750 balance will show on the card, but they will bill the district as reimbursements are made. All HRA money rolls over from year to year. The CHC is now collecting the fees from the participants rather than charging the district and refunding them when the employee pays.

Colleen Savoie talked to CHC and when they changed their text scripting the fee reminder was not included, so they are correcting this.

The borough has requested that new insurance cards be issued to all employees.

On EOB's from WPAS, the running totals shown at the bottom are incorrect. When multiple claims are processed closely together, this happens. Pay attention to the amount the plan pays, aside from deductible or out-of-pocket, the amount paid by the plan in dollar amount should be consistent.

Old Business

- None

New Business

- **Plan Carrier Information Update**

Not the fiduciary responsibility of this committee, that is the responsibility of the district.

- **New Employee Benefits Start Date**

(Discussion)

The last analysis showed that it would be an additional 2 million dollar cost for the plan itself to give employees benefits from their start date; this was for the cost of premiums during the time span from the date of hire to Oct. 1.

Feasibility of timeline; getting paperwork, etc. was very difficult to get benefits in place right away. Had many complaints from new employees. Employees have 30 days to select the benefit plan that they want. The committee can discuss changing to 30 days after hire.

Could give employees a shorter period of time than 30 days for selection. Nico Herbert suggests that window is shortened if the new benefits period changes. If employees don't select, they are

automatically placed in Plan B. If insured for even one day of the month, they're insured for the whole month. There are issues that will make this difficult and many scenarios could make it hard to estimate. In addition, the district has to provide COBRA coverage to employees who get coverage and then quit.

David Devaughn will ask Andy Degraw for the previous research as to what the monetary costs are of providing insurance to new employees when hired.

Teresa Paulsen will look for previous meeting notes regarding this.

Nico Herbert will run numbers on new insurance costs.

Good of the Order

- Jessica Iglesias received misinformation from the receptionist at CHC regarding vaccinations. Colleen Savoie will look into this.
- There were mixed reviews on Open Enrollment. Some felt the AF representatives were very helpful; others complained they were hard-selling their products.

Meeting Check-Out

Will discuss returning to in-person meetings at the January meeting under new business.

Adjourn

Motion to adjourn at 2:52 pm

Moved: Jessica Iglesias

Second: Danielle Logan

Adjourned without objection

Upcoming Meeting: January 20, 1:30 pm - 3:30 pm via Zoom