

Benefits Committee Meeting Notes 12.05.16

In Attendance: Ana Simental, Anthony Ruiz, Angelika Miklos, Chiara Galloway, Leean Dessaussois, Mary Ann Delleney, Mike Shepherd, Rhonda Crawford, Terri Ezaki, and Julie Magowan

Invited Guests: Chris Brown, Account Manager, and Dr. Diane Dailey, Physician and Chief of Corporate Health Promotion, Kaiser Permanente

- > **Kaiser Reports** – presented by Chris Brown and Dr. Diane Dailey
 - o **Partnership in Health Reports** (Dr. Dailey)
 - 604 subscribers with 1,009 members-includes dependents of employees
 - Average age-40.6 years (6.6 years older than the Kaiser regional average [KRA])
 - 59.9% women-of employees only, 69.4% are women (almost 22% higher than the KRA)
 - Average family size-1.7 (similar to the KRA)
 - o **Prevention and Lifestyle Risks Overview**
 - Adult weight- % of adult members who are overweight or obese-71.1% (greater than the KRA)
 - Childhood weight-26.1% - improved over the last 2 years and lower than KRA
 - Exercise - % of adults who do not meet the minimum exercise requirement of 150 minutes per week-60.2% (lower than KRA)
 - Pre-diabetes-% of adults who had a pre-diabetic test result-27.8% (lower than KRA)
 - Diabetes-% of adults who had a diabetic test result-13.0% (higher than KRA)
 - Cholesterol - % of adults with borderline high or high total cholesterol-38.3% (higher than KRA)
 - Blood pressure-% of adults with blood pressure $\geq 140/90$ -8.3% (higher than KRA)
 - Smoking- % of adults who smoke-8.2% - decreased over the last 2 years and lower than KRA
 - Breast cancer screening- % of eligible population screened-84.0% - decreased over the last 2 years and lower than the KRA
 - Cervical cancer screening - % of eligible population screened-89.5% (lower than KRA)
 - Colorectal cancer screening - % of eligible population screened (age 50 and over)-74.5% (lower than KRA.)
 - Childhood immunization rates - % of eligible population screened-Insufficient sample size to make comparison
 - o There are many classes and support groups available at Kaiser- weight management, nutrition, diabetes information, smoking/tobacco cessation, etc. There is also a Wellness Coaching by Phone line available to get information by phone.

- o **Chronic Conditions Report** (diabetes, asthma, coronary artery disease, heart failure, COPD, chronic kidney disease, and depression)
 - 24.3% of our members with chronic conditions account for 61.8% of the costs
- o **Pharmacy Report**
 - In order to keep pharmaceutical costs low, Kaiser will prescribe generics when available
 - Kaiser gets competitive pricing with the pharmaceutical companies by dealing with them directly-no middle man
 - Our members take advantage of mail-order prescriptions more than the regional average or the national average, which saves money because the size of the prescription is usually larger by mail (\$10 copay for 30-day supply vs. \$20 copay for 90-day supply).
 - 39% of our members order refills through kp.org, either to be picked up at the pharmacy or to be mailed to the home.
- o **Kp.org Member Activity Report**
 - 93% of our members are registered on kp.org_ (significantly higher than KRA)
 - Saves time by viewing lab results, ordering prescriptions, and emailing physicians online

Census Breakdown-request for information from previous meeting

- o Total # of employees (includes full time and part time)-2,259
- o Total # of employees eligible to receive benefits-2,019
 - 1183 (59%) are enrolled in medical plan
 - 836 (49%) waive medical benefits (and are covered by another group medical plan)
- o Total census count by Medical Plan
 - Kaiser \$20 Copay-476
 - Kaiser High Deductible-114
 - Sutter Health Plus –96
 - Western Health Advantage Premier 20 –231
 - WHA Hospital Copay-30
 - WHA High Deductible-236
 - Waivers-836

·Changes to Western Health Plan High Deductible Plan

- o Western 1800 plan will be replaced with the Western 1800/0 plan-makes it state and federally compliant
 - Adds a separate deductible and out-of-pocket maximum for individuals within a family
 - Adds copays for Tier 2 and 3 prescriptions after the deductible is met
- o Alternatives to the 1800/0 plan
 - 2800/0 Plan
 - Similar plan design to the current 1800 plan-Deductible and OOPM are the same, with no continued copayments once they have been met

- 2800/40 Plan
 - Once deductible is met, there are other copayments required to meet the OOPM
- o We will need to look at renewal pricing at our next meeting.

Next meeting date-sometime in February, depending on when we get the renewals.