

## **Employee Wellbeing and Satisfaction Committee**

June 7, 2021

Administration Bldg, Room E-111

Minutes

In attendance: Paula Texel (HR), Kevin Smith (CFO), April Paul (Risk Management), Laurie Dart (Staff Attorney), Melinda Sutton (Risk Management), Keven Jones (Risk Management), Don Manley (PCTA-PESPA), Joanne McCall (PCTA-PESPA), Richard MacDonald (FPSU), Rebecca Dean (FPSU), Nelly Henjes (PESPA), David Harrison (FOA), Nancy Velardi (PCTA), Joseph Brenner, (FPSU), Tia Blunt (FPSU), Solomon Lowery (Principal, Osceolo Middle), Stephanie Joyner (Principal, Clearwater Fundamental), Cheryl Cunningham (PESPA), Tamika Hughes-Leeks Principal, Disston Academy)

Guests: Dominique Nguyen (PrudentRX), Tina Patel (PrudentRX), Natalie Jones (Aetna), Chuck Tobin (Gallagher), Emily Melcer (Gallagher)

April Paul welcomed everyone, introductions were held

### **Actuarial Projections Update**

Gallagher Team presented information to the group, utilizing data through May, 2021.

Updated 2021 Projections

- Went through data through February and projected, now went through May
- Determine claims and fixed costs, and then contributions
- Every year we will have a gap because of the trends, we need to determine what those gaps would be and how we would fill those gaps
- Agreed to some improved discounts and rebates
- Gain/loss of \$1.5M
- May data – medical trends going down, less than expected – pharmacy is higher but isn't as much as the medical
- Redid projections –added basic plus –
- Now at a gain/loss of \$416,124

### **Prudent Rx Presentation**

April paused the presentation to allow the group to hear a presentation on Prudent Rx presented by Dominique Nguyen, Account Executive and Tina Patel, Director of Clinical Operations.

- See handout – ppt presentation
- Answered questions throughout
- True accumulation – what they have spent out of pocket
- All specialty meds dispensed by CVS specialty added to this program
- Coinsurance to be set at 30% (employee will pay \$0 if enrolled in PrudentRX)
- Focus is on the members and to provide the best member experience possible.
- Integrated with CVS pharmacy
- 17.3% projected savings of specialty stipend.
- Drugs are based on when CVS makes that determination, then goes on the list. Drugs are reviewed regularly and formulary is updated 4 times per year.
- Members are notified before this happens in a timely manner

Questions about the program were asked and answered by the presenters and Gallagher. Various scenarios were also shared with the group.

Gallagher returned to their presentation:

- Reviewing projections

Question was asked about the possibility of using ESSER funds to pay for some of these items that need coverage. It was reminded that these funds are non-recurring, and we would need to find out what we can use and what can't be used. Kevin reminded the group that we had increased costs to COVID but had a decrease in medical processes. We want to be sure we don't set ourselves up for financial cliff in upcoming years.

Discussion was held in regards to recommendations on

- The example of 6.9% with 50/50 split – would cost the employees and the Board each just under \$5M
- If the group wants to look at potential plan designs (refer to page 9) review the design changes from the past year and what was already implemented.
- Question was asked about Healthcare Savings Accounts – and the feasibility of that.
- Page 10 shares some options for 2022

April ended meeting and stated that it was now June, that open enrollment is in October and we would be meeting again soon to finalize the decisions for 2022.