

## ST. LOUIS COUNTY HEALTH INSURANCE COMMITTEE

The St. Louis County Health Insurance Committee met on Wednesday, December 20, 2017 at 9:00 a.m. in the County Board Conference Room. The meeting was called to order by Jim Gottschald who filled in for Don Dicklich, Committee Co-Chair.

Members Present:	Angie Mattsen	Jolene Jamnick
	Lori Ulvi	Connie Westlund
	Heather Ninefeldt	Tom Stanley
	Marsha Callahan-Ness	Mark Rubin
	Jim Gottschald	Nancy Hintsa
	Alicia Carrillo	Gordy Halverson

Others Present:	Jeff Coenen	Tiffany Kari
	Beth Menor	Charlie Hopkins
	Dave Kuschel	Kay Lokken

Ms. Menor requested two revisions to the October meeting minutes: 1) Add Alicia Carrillo as an attendee and 2) change the word “tem” to “item” in section 1. The October minutes were tabled due to the lack of a management quorum. No further changes were requested.

### PRESENTATIONS

None.

### OLD BUSINESS

1. The first item from the agenda was the projected unfunded premium amount for 2018. Mr. Gottschald reported that the full single employee contribution per month for 2018 was \$118.99 per contract. This amount was capped at \$62.72 per month for many labor contracts resulting in an unfunded amount of \$56.27 per month for most single and family contracts. Retirees paid the unfunded amount and the Teamsters contract agreement didn't result in any unfunded amount which left approximately 1600 underfunded contracts for a projected total of approximately \$1 million in 2018.
2. The next item from the agenda was Delta Orthodontia Network discounting. Ms. Menor shared the following on behalf of Ms. Petkovsek of Delta Dental:
  - *'The In-Network Provider discount on Orthodontia is modest. It is not a heavily discounted service set.*
  - *There are many different types of braces with different prices along with the fact that treatment plans and length of treatment can vary between patients.*

- *Delta Dental's fee table allowances and provider fees are not published as there are legal principles underlying the need for Delta Dental to maintain the fee maximum reimbursement levels as confidential information."*

Mr. Stanley noted that the orthodontist network had 11 providers within a 100 mile radius in St. Louis County and some were duplicate locations for the same orthodontist.

### NEW BUSINESS

3. The first item from the agenda under New Business was the Auditor's financial report. Mr. Gottschald noted a slight increase in revenue projections by year-end and no change in projected expenses. Current projection (as of 11/30/17) was a 2017 year-end fund balance of \$7.4 million. The fund was projected to have a \$1.45 million increase over last year's fund balance. Mr. Gottschald credited the increase to some of the Committee's initiatives such as the Diabetes prevention programs and the tiering plan design in addition to the increase in the employee health premium share.
4. The next item from the agenda was a review of the Committee's progress on its 2017 goals:
  - Study and strategize around the Affordable Care Act (ACA)  
Ms. Menor reported on two executive orders signed by the President in 2017 regarding the ACA. The 1/20/17 order called for non-enforcement which was mostly ignored. The Internal Revenue Service continued to collect and assess penalties and provided no extension or relief from employer mandates or information reporting. The 10/12/17 order called for an expansion of association health plans, allowed employers to offer group coverage across state lines, allowed individual enrollment into non-compliant short-term health plans and broadened employers' ability to offer employees stipends to purchase individual coverage through Health Reimbursement Accounts (HRAs). These directives would need regulations written and approved prior to implementation. Ms. Menor reminded the Committee that the Cadillac tax was still set to begin in 2020 and that the current single premium was above the current threshold for this tax.
  - Educate members to be proactive in their health and healthcare  
The 2017 Health Plan Updates (tiering) presentation was delivered at 21 unit staff meetings where attendance ranged from 15-30 reaching approximately 450 employees in total. The number of presentations by department was as follows:

PHHS – 7	Public Works – 6	Recorders – 1	ARC -2
Land – 3	Retirees – 2	Human Resources – 1	

A total of 408 employees attended the following health care engagement classes in 2017:

- Intro to Advance Care Planning (35)
- Health Plan Basics (14)
- Identity Theft (16)
- New Year's Resolutions: Strategies for Success (13)
- Sugar and Carbohydrate Addiction: Yes it's Real! (60)
- Community Shared Agriculture (CSA) Lunch and Learn with Bayfield Foods (6)
- Healthy Living 101 (20)
- Kitchen Cupboard (31)
- FREE SALAD! And, more... (19)
- Laughter Yoga (22)
- Developing Wellbeing in the Face of Stress (31)
- Reading the Body (52)
- Developing Wellbeing in the Face of Stress (30)
- From Stressed Life to Best Life (39)
- Winter Wellness – Taking Care of Ourselves (20)

There were three Omada campaigns held in 2017 and one onsite in-person National Diabetes Prevention Program (NDPP) class led by Ms. Kari and one offsite class led by Essentia Health staff.

Human Resources staff developed and recently implemented a training module on wellness for new employees.

- Study and collect feedback on early retiree pooling requirements  
No action was taken in 2017 in relation to this goal and likely no action will be taken for the 2018 legislative agenda but it remains a goal for future years when the political environment is more amendable.
- Identify and investigate claims drivers  
Ms. Menor recapped what was gleaned from 2017 reports: 1) high emergency room utilization, 2) well-managed prescription (Rx) spend (credited to 2016 Rx benefit design changes), 3) cancer was common theme among high cases, 4) medical spend increase was mainly attributable to follow up visits for joint replacements
- Study pharmacy benefit design strategies and trends  
Sheri Vetscher with Prime Therapeutics presented to the Committee on opioid utilization in the health plan and new pharmacy network options. The Committee adopted a new pharmacy network expected to save the plan 2.2% in 2018.

5. The next item from the agenda was discussion and setting of 2018 goals. Discussion ensued around keeping the same goals for 2018 but changing the last 2017 goal to a medical benefit design strategies and trends, adding other plan design options (with reduced premium) and a specific goal related to

reducing Rx spend.

#### OTHER BUSINESS

6. The first item under Other Business was an update by Ms. Kari on the Total Wellness Program. She reported 907 enrollees in 2017 and an increase in 2018 enrollments from the Benefit and Wellness Fair. She also reported that there were approximately 150 employees currently participating in the annual December Giving Challenge and that wellness tracking card points increased for Advance Care Directives and in-house wellness trainings. She added that there would be more accountability/verification on the 2018 wellness tracking cards.
7. The next item under Other Business was a suggestion by Mr. Coenen to invite Sheri Vetscher from Prime Therapeutics to present at a future meeting on Prime and BlueCross initiatives with regards to opioids. The Committee agreed with consensus.
8. The next item under Other Business was a reminder by Ms. Menor that there would be a change in the pharmacy network effective 1/1/18. Affected employees would be notified twice by BlueCross and another county-wide email notification would be going out in the near future. She also reported some glitches with the pharmacy search tool which was not identifying the Kmart in West Duluth or LTC Providers in Proctor despite them both being in the new network. Ms. Menor encouraged union representatives to remind their members that Target/CVS would be out of the network on 1/1/18.

With no further business the meeting was adjourned.

Respectfully submitted,



Beth J. Menor  
Senior Benefits Advisor