

Insurance Committee Meeting Minutes  
November 19, 2013

The Insurance Committee met on Tuesday, November 19, 2013, at 5:30 pm in the District Board and Training Center.

**Members Present:** Deb Arnold, Bill Hartje, Penny Messling, Kelly Mosher, Ivy Otto, Jerry Roth, Kathi Swanson, Doreen Treuden, and Deb Fritz arrived at 6:03 pm. Absent: Mason Braunschweig and Jolene Hammond.

**Approve Minutes:** Motion by Kelly Mosher, seconded by Kathi Swanson, moved to approve the October 22 minutes as presented. Motion carried (voice vote).

**Review of First Meeting:** Facilitator, Greg Kuelz, reviewed from the last meeting the current plan design that the District has and the Affordable Care Act. Current plan design – we have Dean coverage with a \$2,000/\$4,000 deductible, where the employee is responsible for only the deductible of \$200/\$400 and are reimbursed through an HRA, through EBC, for the remaining deductible. Of the districts Mr. Kuelz works with, an estimated 65 have HRAs. Affordable Care Act – mandated on 1-1-2014, all people should have insurance and if not they will be taxed 1% in 2014, 2% in 2015 and 2.5% in 2016, when they file their taxes. Insurance companies cannot turn down anyone and cannot deny someone due to pre-existing conditions.

Three boxes:

- 1) Medicaid.
- 2) Exchanges – market place (can qualify for subsidy and if they receive subsidy and don't qualify, they will have to pay back on their taxes).
- 3) Employer Sponsored Insurance – if an employer has 50+ staff, they have to offer insurance to those who work 30+ hours/week. Two qualifiers that districts need to be aware of: look back and stability periods. Districts can be penalized \$2,000 for each staff or the affordable penalty (\$3,000/one staff). Cadillac Tax comes into play in 2018.

Law is to get all people covered by health insurance.

Question of what can be done about the rising costs. Shop by price does not work with Dean. Nothing in the law to control prices.

**Discussion of Common Plan Design Options – Drug Cards/Co-Pays, Etc.:** Mr. Kuelz shared sheet on Dean's variables and discussed briefly. District went with HRA this past school year as the lesser amount of money spent, the more the District saves. Only certain amount of options available. Lots of variables to consider.

**Discussion of Carrier Options – Dean, Unity, GHC, WCA, WEA:** The District switched from WEA to Dean a number of years ago to save money. Last year Insurance Committee looked at Mercy Care and employees were not interested. Could look at Mercy, Unity (includes Mercy), WEA, WCA (WI County Association), and possibly WPS. GHC does not cover Rock County at this time.

**Discussion of HRA Options:** District can do whatever we want and be creative.

**Discussion of Contributions Options:** Currently employees pay 10.4% towards coverage. Could have employees participate in wellness activity (bio metrics) to lower cost or set up coinsurance plan.

**Follow-Up With EBC on HRA Payments:** Ms. Treuden had shared EBC cheat sheets with staff since the last meeting and believes issues are resolved at this time.

Discussion on: ease of staff understanding \$2,000/\$4,000; having staff do wellness; rising cost of insurance; number of staff who take cash-in lieu; and assumption that premiums will increase.

**Next Meeting:** December 17, 2013.

Meeting adjourned at 6:50 pm.

Submitted by Kelly Mosher

Approved: 1/14/14