

**IDAHO STATE GROUP INSURANCE
ADVISORY COMMITTEE
June 25, 2015
MEETING MINUTES**

The June 25, 2015 meeting of the Idaho State Group Insurance Advisory Committee was held in the LBJ Building, Conference Room 155, located at 650 W. State Street, Boise, Idaho.

ATTENDANCE

Members Present:

Director Bob Geddes, Chair
 Senator Fred Martin
 Representative Phylis King
 State Retiree Member Dick Humiston
 Judiciary Member Andrea Patterson
 Employee Member Roxanne Lopez

Others Present:

Department of Administration: Amy Johnson, Amanda Visosky, Keith Reynolds, Jennifer Pike, Cindy Dickinson, and Margaret Odedo
 State Controller's Office: Audrey Musgrave

WELCOME

Director Geddes called the meeting to order at 1:35 p.m.

GENERAL BUSINESS

Approval of Minutes:

MOTION: Senator Martin moved to accept the March 30, 2015 minutes as written, seconded by Representative King. The motion carried.

Fiscal Update: Ms. Johnson presented the following financial information as of May 31, 2015:

Total Medical Expenses	\$206,460,054	Total Dental Expenses	\$10,693,153
Ending Reserve Balance	\$23,504,705	Ending Reserve Balance	\$965,538
Active Employees	18,262	Active Employees	18,262
Dependents	29,911	Dependents	25,480
COBRA	131	COBRA	243
Retirees	874		
Dependents	224		

Open Enrollment: Ms. Dickinson reported that open enrollment went very smooth since there were no substantial changes this year. A total of 30 retirees made plan changes with the majority moving to the High Deductible option. Representative King asked about the dependent eligibility verification project. Ms. Dickinson responded the first dependent eligibility verification process has been completed and resulted in some employee's dependents being removed from coverage. Senator Martin asked about savings incurred due to the dependent eligibility verification. Ms. Dickinson stated that 1,800 dependents were removed from coverage this equates to a cost avoidance of approximately \$5 million dollars.

FY2016 plan renewals: Ms. Johnson reported Medical FY2016 plan renewals include the following enhancements:

- Expand Preventive Care Services to include:
 - Breast Cancer Risk Assessment & Genetic Testing
 - Lung Cancer Screening for Insureds Age 55 or Over
 - Hepatitis C Virus Screening
- Outpatient Therapy Services:
 - Increase co-insurance for in-network to 85% of maximum allowable and out of network to 70% of maximum allowable on PPO Plan
 - Increase visit limit to 20 per plan year on Traditional and High Deductible Plans

FY2017 Milliman projections: Ms. Johnson shared the Milliman projections and indicated the projected medical trend was based on a four year average with no cost shift anticipated for FY2017. The administrative cost includes an estimated 30% participation in thriveidaho and reflects an increase in the cash incentive to participate from \$250 to \$300. Senator Martin asked what the thriveidaho participation percent was for last year. Ms. Johnson indicated the initial projection was 22% participation, the actual came in closer to 25% of enrolled employees participating in at least one component of the program in FY 2015.

Flexible spending: Ms. Johnson informed the committee that it has been some time since the Office of Group Insurance has released a Request For Proposal for the Flexible Spending Account administration. Although we are not experiencing any problems with our current vendor we will pursue for due diligence purposes.

Medicare Supplemental Plan: Ms. Johnson presented a new Medicare supplemental procedure regarding qualified state retirees with available sick leave funds. Ms. Johnson explained this procedure is necessary due to the large volume of vendor inquires and PERSI administrative concerns. Ms. Johnson provided a draft Medicare Supplemental Insurance Procedures for the committee to review.

MOTION: Senator Martin moved to accept page 1 and 2 of the Medicare supplementary insurance procedure dated 6/24/15 with the exclusion of item four *. The motion was seconded by Representative King. Motion carried.

MOTION: Senator Martin moved to authorize Ms. Johnson and Mr. Reynolds to negotiate with PERSI on a qualifying number for the requirement to be a vendor. Being no second the motion did not carry.

SUBSTITUTE MOTION: Representative King moved to authorize Ms. Johnson and Mr. Reynolds to negotiate with PERSI on a qualifying number over a one year period, with a minimum number at the beginning and a maximum number at the end of the year. Being no second the motion did not carry.

AMENDED SUBSTITUTE MOTION: Member Patterson moved the Office of Group Insurance be required to consult with PERSI to develop mutually acceptable language in regards to item four of the procedures. The motion was seconded by member Lopez. Motion carried.

** Item number 4: Must have a request from at least fifty (50) qualified state retirees with available sick leave to add Insurance Company as a vendor.*

Chairman Geddes directed Ms. Johnson and Mr. Reynolds to prepare a memo indicating the final negotiation with PERSI, then distribute to all members.

thriveidaho Update: Ms. Visosky informed the committee that in FY2015 over 4500 employees participated in at least one component of thriveidaho and 3,509 employees earned the \$250 reward. This totaled \$877,250 that was paid out to employees in FY2015. Results from the thriveidaho employee feedback survey indicated that 67% of thriveidaho participants became more aware of their current health status as a result of participating in the program; 54% of employees became more engaged in their health; 84% of State employees responded that their health was positively impacted through the thriveidaho program; 98% felt it was a valuable employee benefit; and 97% would participate again and would recommend that a coworker become engaged in thriveidaho.

Other comments received: “As a diabetic, it helped me become more actively involved in maintaining a healthy A1C and monitoring my condition more closely”, “I had no idea I was borderline at risk on a couple of aspects of my health before this”. “I would not have been aware that my cholesterol was increasing”; “I found that my thyroid was acting up”, “Found cancer from physical exam”, “It told me that I was at high risk for depression and I ignored it saying that a quiz could not tell me that. I wish I would have taken the PHA more seriously” .

The dates for fiscal year 2016 thriveidaho are July 1, 2015 - April 30, 2016. We will continue our outreach efforts through agency wide communications and presentations, newsletters, webinars, and health promotion challenges. For fiscal year 2016 the thrive.idaho.gov website has been updated and a new initiative, thriveidaho Champions, will recognize employees who have made health improvements as a result of participating in thriveidaho.

Adjournment: Senator Martin moved to adjourn. The motion was seconded by Representative King. Motion passed. The Committee adjourned at 3:40 p.m.

Respectfully Submitted

Margaret Odedo, Management Assistant