

GERMANTOWN SCHOOL DISTRICT

Notice of Insurance Committee Meeting

September 10, 2018

5:15 P.M.

To Be Held at Germantown School District Administration Building

N104 W13840 Donges Bay Rd.

Germantown, WI 53022

AGENDA

I. Meeting Called to Order

II. Roll Call

III. Agenda Revisions and Approval

IV. Approve Minutes

A. April 23, 2018 Meeting Date

V. Reports

A. Claims update and pre-renewal strategy

B. District Wellness Program

VI. Unfinished Business – Discussion with Appropriate Action

A. none

VII. Adjourn

Note: School Board members who are not members of the Finance Committee may be present at this Finance Committee meeting.

Germantown School District
Germantown, Wisconsin 53022

Minutes of the Board of Education
Insurance Committee Meeting
District Administrative Offices

April 23, 2018

The Insurance Committee meeting was called to order by Committee Chair Tom Barney at 5:15 P.M. in the District Office Board Room.

Insurance Committee Members present: Tom Barney, Sarah Larson, and Lester Spies
Guests: Suzie Kaiser

Administrators present: Ric Ericksen and Mike Nowak

1. Motion by Lester Spies, second by Sarah Larson to approve the agenda - approved.
2. Motion by Sarah Larson, second by Lester Spies to approve the minutes from the January 8, 2018, Insurance Committee Meeting - approved.
3. Reports
 - A. Wellness Report - Mike Nowak:
 1. Gave an overview of the offerings and reminded the Committee that the Poker Walk was tomorrow if they wanted to attend.
 2. Reviewed employee requirements for employees to receive the insurance discount.
 3. Reported District participation numbers to date in regard to the Biometrics and Health Risk assessment.
 4. Explained how employees will access their information.

M. Nowak explained that previously, 6 months was given to meet the participation incentive, but that for the sake of logistics, June 1 would be the deadline for participation and as of July 1 any changes in contribution would take effect.

New Hires would have until June 1 to complete participation each year.

If we need something done for processing - we could get it on the board agenda for the 30th.

Strategic Planning Meeting:

S. Kaiser explained the history and discussed what could be done going forward. We hope to have educational meetings with employees and retirees.

4. Unfinished Business - discussion with appropriate action
None
5. New Business -discussion with appropriate action
 - A. 2019 employee benefits renewals
 - B. S. Kaiser handed out a spreadsheet with claims vs premiums and reviewed the document with the Committee
 - C. We want to educate for good pharmacy usage
 - D. S. Kaiser stated that at this time things are looking pretty good.

S. Kaiser inquired as to how many self contribute to their HSA?

Want to make sure the June 1 and July 1 dates, will be added to the Handbook

6. Motion to adjourn by L. Spies, 2nd motion by T. Barney - approved

Meeting was adjourned at 6:05 P.M.

GERMANTOWN SCHOOL DISTRICT

TO:	Insurance Committee	TOPIC:	Claims / Pre-Renewal Strategy
FROM:	Michael Nowak	BOARD MEETING:	September 10, 2018
DATE:	September 6, 2018	AGENDA ITEM:	V. A.

In January of 2018 the Germantown School District began the practice of offering options to insured members in regard to the health insurance plans. In an initial year of utilizing this type of approach, the district offered the choice of a health savings account, default or low deductible option to qualifying employees through United Healthcare. The current breakdown of employees on respective plans includes 117 employees (44%) on the health savings account plan, 133 employees (50%) on the default plan and 16 employees (6%) on the low deductible plan.

Suzie Kaiser and John Manthy from Associated Benefits and Rick Consulting (ABRC) will be in attendance to discuss the process for our 2019 renewal of benefits. They have provided an up-to-date "Claims vs. Premium" report which will be discussed in detail as it relates to the renewal process. Additionally, they will provide insight into our various plan options and possibilities as we consider renewal and the practice of offering plan options in the future.

Recommendation: Pending discussion by the Insurance Committee

Policy 000909141 - Germantown School District
Number:

Year/Month	Members	Subscribers	Premium	Premium	Medical	Capitation Payments	Managed Pharmacy	Total Payments	Claims to Premium	Total Payments PMPM	12 Month Rolling Average PMPM
2016-07	0	0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-08	0	0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-09	0	0	\$0	\$0.00	\$193	\$0	\$0	\$193	0.0%	\$0.00	
2016-10	874	329	\$463,489	\$530.31	\$153,337	\$22,089	\$69,746	\$245,172	52.9%	\$280.52	
2016-11	864	325	\$461,763	\$534.45	\$202,209	\$22,039	\$91,031	\$315,279	68.3%	\$364.91	
2016-12	869	326	\$459,947	\$529.28	\$113,916	\$21,983	\$86,466	\$222,365	48.3%	\$255.89	
2017-01	869	327	\$454,790	\$523.35	\$182,909	\$21,238	\$85,370	\$289,517	63.7%	\$333.16	
2017-02	848	323	\$452,458	\$533.56	\$164,268	\$21,055	\$92,777	\$278,100	61.5%	\$327.95	
2017-03	855	322	\$456,267	\$533.65	\$164,857	\$21,129	\$102,374	\$288,359	63.2%	\$337.26	
2017-04	844	319	\$452,111	\$535.68	\$296,851	\$21,037	\$87,076	\$404,964	89.6%	\$479.82	
2017-05	845	320	\$448,689	\$530.99	\$145,353	\$20,836	\$109,490	\$275,679	61.4%	\$326.25	
2017-06	836	317	\$448,664	\$536.68	\$254,108	\$20,836	\$99,752	\$374,696	83.5%	\$448.20	\$349.78
2017-07	839	319	\$447,884	\$533.83	\$238,649	\$20,688	\$74,423	\$333,759	74.5%	\$397.81	\$354.47
2017-08	855	324	\$446,597	\$522.34	\$332,464	\$20,628	\$119,549	\$472,640	105.8%	\$552.80	\$372.50
2017-09	817	310	\$439,982	\$538.53	\$257,055	\$20,339	\$78,173	\$355,567	80.8%	\$435.21	\$377.49
2017-10	812	309	\$435,487	\$536.31	\$237,535	\$20,113	\$102,840	\$360,489	82.8%	\$443.95	\$391.16
2017-11	806	306	\$432,819	\$537.00	\$243,196	\$19,990	\$78,355	\$341,541	78.9%	\$423.75	\$396.01
2017-12	802	307	\$435,321	\$542.79	\$486,568	\$20,039	\$95,646	\$602,254	138.3%	\$750.94	\$436.53
2018-01	805	308	\$420,195	\$521.98	\$137,787	\$18,802	\$120,644	\$277,232	66.0%	\$344.39	\$438.11
2018-02	812	309	\$418,109	\$514.91	\$214,963	\$18,755	\$92,603	\$326,320	78.0%	\$401.87	\$444.55
2018-03	816	308	\$421,949	\$517.09	\$245,201	\$18,894	\$130,776	\$394,871	93.6%	\$483.91	\$457.08
2018-04	819	306	\$418,693	\$511.23	\$320,167	\$18,871	\$113,767	\$452,805	108.1%	\$552.88	\$463.08
2018-05	822	307	\$417,731	\$508.19	\$322,236	\$18,963	\$136,380	\$477,580	114.3%	\$581.00	\$484.68
2018-06	829	308	\$419,974	\$506.60	\$249,867	\$19,102	\$132,219	\$401,188	95.5%	\$483.94	\$487.72

Total by Experience Period

Current Period	9,834	3,721	\$5,154,742		\$3,285,687	\$235,185	\$1,275,375	\$4,796,248	93.0%	\$487.72	
Prior Period	7,704	2,908	\$4,098,178		\$1,678,388	\$192,241	\$824,081	\$2,694,711	65.8%	\$349.78	

Average Membership/PMPM Premium and Payments by Experience Period

Current Period	820	310	\$524.18		\$334.12	\$23.92	\$129.69	\$487.72			
Prior Period	856	323	\$531.95		\$217.86	\$24.95	\$106.97	\$349.78			

% Change

Current Period vs Prior Period	(4.3%)	(4.0%)	(1.5%)		53.4%	(4.2%)	21.2%	39.4%			
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GERMANTOWN SCHOOL DISTRICT

TO: Insurance Committee

TOPIC: Employee Wellness

FROM: Michael Nowak

BOARD MEETING: September 10, 2018

DATE: September 6, 2018

AGENDA ITEM: V.B.

The Insurance Committee was provided with a chart summarizing wellness offerings and expectations for Germantown School District employees during the spring of 2018. Employee participation in these events serves as the requirement for insured staff members to receive the wellness incentive benefit. With recognition that there is potential benefit for everyone, the events are open to non-insured staff members as well.

As we consider a wellness incentive benefit for the 2019 health insurance plan year, it is noteworthy that 93% of our insured members met the requirements to qualify for the wellness incentive benefit. The Wellness Committee met on August 21, 2018 to begin the process of designing wellness offerings for the upcoming 2018-19 school year. The potential for modification to the wellness incentive benefit was discussed as part of this meeting.

Recommendation: Pending discussion by the Insurance Committee.

Employees who participate in the District Health Insurance: To continue to receive the Premium Discount, you must complete the required activities. Both activities in Box A are required. In addition you must participate in 2 activities from box B or 1 from Box B and 1 from Box C.

Box A (Both are required)

UHC Rally Health Risk Assessment – Complete on your own

Biometric Screening – being offered at each building



Box B – District Sponsored Events

- *Financial Wellness
- *Nutrition
- *Yoga
- *Fitness Classes
- *Mindfulness
- Spring Poker Run/Walk
- January 12 Indoor walk at each school

Box C – Independent Activities

- Real Appeal (UHC Program)
- Fitness center attendance**
- 10 Work Outs in 4 weeks**
- 3 Rally Missions
- UHC Coaching Program

** Some activities in Box C will require documentation/proof – more info to come.

*Attend one (1) class

HEALTH INSURANCE OFFERINGS FOR 2018

With Wellness Participation

		HSA OPTION		DEFAULT OPTION		LOW DEDUCTIBLE OPTION	
		\$3,500/\$7,000 Deductible		\$2,500/\$5,000 Deductible		\$500/\$1,000 Deductible	
	Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost
Single	82	\$654.94	\$35.00	\$619.94	\$794.95	\$55.65	\$739.30
Family	230	\$1,447.85	\$70.00	\$1,377.85	\$1,757.36	\$123.02	\$1,634.34
Annual Medical Plan Total	312	\$4,640,527	\$227,640	\$4,412,887	\$5,632,536	\$394,278	\$5,238,259
Cost for premium + HSA							
Single				\$724.11			
Family				\$1,586.18			
			4.91%	95.09%		7.00%	93.00%
						16.05%	83.95%

Without Wellness Participation

		HSA OPTION		DEFAULT OPTION		LOW DEDUCTIBLE OPTION	
		\$3,500/\$7,000 Deductible		\$2,500/\$5,000 Deductible		\$500/\$1,000 Deductible	
	Employee Count	Total Premium	Employee Monthly Cost	Employer Monthly Cost	Total Premium	Employee Monthly Cost	Employer Monthly Cost
Single	82	\$654.94	\$69.42	\$585.52	\$794.95	\$100.16	\$694.78
Family	230	\$1,447.85	\$153.47	\$1,294.38	\$1,757.36	\$221.43	\$1,535.94
Annual Medical Plan Total	312	\$4,640,527	\$491,896	\$4,148,631	\$5,632,536	\$709,700	\$4,922,837
Cost for premium + HSA							
Single				\$689.68			
Family				\$1,502.71			
			10.60%	89.40%		12.60%	87.40%
						21.11%	78.89%

HSA Funding for \$3,500/\$7,000 Plan Design		Max. Exposure	
Single	\$1,250	82	
Family	\$2,500	230	\$677,500