A meeting of the Health Insurance Committee was held on Wednesday, March 6, 2019, at the Mark Sanford Education Center with Kevin Ohnstad presiding.

Committee Members Present:
Kevin Ohnstad, Principal Voting Member
Nikki Polum, Teacher Voting Member
Elizabeth Hildebrand, Teacher Voting Member
Kelly Neis, Classified Voting Member
Dr. Terry Brenner, Superintendent/District Administrator Voting Member
Scott J. Berge, Business Manager/Advisory Member/Facilitator
Tracy Abentroth, HR Manager Advisory Member/Facilitator

Committee Members Absent:
Matt Spivey, GF School Board/Advisory
Elizabeth Meihaus, GFAFB School Board Liaison

Others Present:
Michelle Emineth, Accounting Supervisor (via phone)
Kelly Gates, Hays of Utah Insurance Services
Randy Johnson, Hays of Utah Insurance Services
Cindy Johnson, Meeting Secretary

Call to Order. The meeting was called to order at 4:04 p.m. with Kevin Ohnstad presiding.

Approval of Minutes. It was moved by Neis and seconded by Polum to approve the November 7, 2018, minutes as written. Motion carried with all voting members present voting aye. Absent: Hildebrand.

Financials. Gates reported that the rolling 12-month loss ratio is at 89% and that the monthly claims trend is lower. Berge pointed out that February and March are typically higher claims months, which the District is just entering.

ACO Review. Gates reported that 52% of the District’s membership chose the ACO model, which was higher than originally expected. As a result, the District should expect better overall costs and better clinical quality.

Review of Cost Savings Options. Gates reported that specialty medications are starting to become a huge issue and high cost. Currently, the top 15 drugs account for 59% of prescription plan costs and the top 7 specialty drugs are 39% of the total prescription plan cost. More research is needed, however; Johnson suggested a different vendor that has better prices on specialty drugs and high-cost generics could be used for this area. Gates said that 88% of
utilization is generic drugs, but that it did not equate to 88% of the cost. Johnson said that 12% of the membership is spending 90% of the pharmacy cost. Johnson explained another cost saving option was employer-sponsored genetic testing. It is a new standard of preventative healthcare and can be used to ensure the appropriate meds are being used and will be effective. He said genetic testing that is focused on nutrition is also available.

Gates reported that there are not a lot of legislative updates this year. The Affordability Safe Harbor increased and Hays will review this when full renewal is done to ensure that the amount the employees have to pay does not exceed the new limit. PCORI fees have been increasing over the years, the Cadillac Tax is still delayed, and the Individual Mandate has been repealed.

**2019 Trends.** Gates explained benefit trends that they are seeing for some large employers. Focus areas include specialty RX, direct contracting, benefit personalization, mental health, tuition reimbursement and student loans, technology, financial wellness, virtual care, and wellbeing.

**Discussion of Date/Time of Next Meeting.** The next meeting will be held sometime in mid-May.

**Adjournment.** There being no further business, the meeting was adjourned at 5:10 p.m.

APPROVED ________________________________

(Date)

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Kevin Ohnstad, Committee Chair