A meeting of the Health Insurance Committee was held on Thursday, April 5, 2018 at the Mark Sanford Education Center with Kevin Ohnstad presiding.

**Committee Members Present:**
Kevin Ohnstad, Principal Voting Member  
Nikki Polum, Teacher Voting Member  
Brad Suru, Teacher Voting Member  
Kelly Neis, Classified Voting Member  
Dr. Larry Nybladh, Superintendent/District Administrator Voting Member  
Ed Gerhardt, Business Manager/Advisory Member/Facilitator  
Tracy Abentroth, HR Manager/Advisory Member/Facilitator  
Matt Spivey, GF School Board/Advisory  
Cindy Thiel, GFAFB School Board Liaison

**Committee Members Absent:**  
None

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

**Call to Order.** The meeting was called to order at 4:03 p.m. with Kevin Ohnstad presiding.

**Approval of Minutes.** It was moved by Neis and seconded by Nybladh to approve the December 6, 2017 minutes as written. Motion carried with all voting members present voting aye.

**Re-Pricing Analysis of Claims Data.** Johnson reported on the re-pricing analysis. Six carriers were contacted. They were Aetna, Cigna, BCBS ND, Medica (Altru), Sanford, and Health Partners. Sanford was the only carrier that did not respond. Estimated discounts reported are as follows:

- CCS TPA 46%  
- Medica 41%  
- BCBSND 43%  
- Aetna 23%  
- Cigna 30%  
- Health Partners 35%

CCS TPA still appears to have the best overall discounts compared to the other carriers. However, Johnson suggested doing a bid with BCBSND and Medica because their administrative and reinsurance costs are not known.

Johnson explained a proposal by Medica that was presented when they met with Altru last year. They have an ACO (Accountable Care Organization) model that is designed to provide better outcomes through data drive integrated patient experiences. It is more of an outreach process. From the day a person enters the system, each patient is asked to go through a health risk assessment and all clinical
claims of that patient are learned so that a care coordinator can determine how best to use resources to help the patient. Medica would also offer their Passport model so costs would depend on how many employees participate in the Passport model and how many employees participate in the ACO model. Johnson suggested including a performance clause into the contract that provides for equal to or better than the current arrangement for the first year and if costs exceed that, a penalty would be assessed and applied back to the administrative cost of the plan. In the Passport model, the patient could see any provider. In the ACO model, the patient would have to see an Altru provider. If an employee did not want to participate in the ACO model, there would have to be a premium differential in order to create an incentive and penalty. Medica also has incentives, which would replace the Benovate platform. Johnson thought the proposal was compelling enough that it needed to be investigated. He recommended that the district go through a bid process with a presentation brought back to the committee in May.

Gerhardt pointed out that the teacher negotiated agreement specified the percentages of premium that the district and employee pays, which would be a problem if they were to be different premium rates.

Gates reported that the rolling 12-month loss ratio was 97% through March 2018 so the financials were looking good at this point.

It was moved by Neis and seconded by Polum to authorize Hays of Utah Insurance Services to request bids for health insurance coverage from Medica and BSBCND. Gerhardt requested that Sanford also be contacted so they know the next step is being taken. Motion carried with all voting members present voting aye.

**Discussion of Date/Time of Next Meeting.** It was determined that the next meeting would be scheduled for Tuesday, May 15, beginning at 4:15 p.m. The agenda would include reviewing bids for health insurance coverage.

**Adjournment.** There being no further business, the meeting was adjourned at 5:00 p.m.

**APPROVED ____________________________**

(Date)

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Kevin Ohnstad, Committee Chair