

Dickinson Public Schools

Health Insurance Committee

Minutes from meeting: @Central Admin. Office Thursday May 16th, 1:00pm

Present: Scott Schmidt, Jim Steckler, Kim Schwartz, Kent Anderson, Keith Harris, Shon Hocker, Naomi Obrigewitch, Meghan Ziegs, Alicia Rehbein, and Hays Corporation members Kelly Gates, and Randy Johnson.

*Jay Schobinger, David Wilkie, and Jeanette Wyckoff were absent.

Meeting started promptly at 1:00, opened by Dr. Shon Hocker.

Kelly from Hays Corporation went over the 2017/2018 findings, and told the group that based on the numbers they are looking at, they are suggesting a 13% funding increase to our health insurance.

Jim Steckler asked where all of our dollars are going, and said that when he takes this information back to his peers, they will want to know why we would be taking another increase when there seems to still be plenty of reserves in our health fund.

Randy from Hays responded by saying that our goal is to always keep that fund as close to where it is as possible. We don't want that fluctuating a lot because it would mean that we didn't fund things properly. Our fund will start decreasing almost immediately if we don't take this rate increase they are suggesting.

Kent Anderson asked, for clarification, "is 13% what you are suggesting?"

Randy's response was that they will have the final numbers by June, but worst case scenario they are looking at would be 13%. Kelly added on to that statement by saying that they will keep analyzing as claims data gets better, and they'll make sure to take a full year of numbers in account (which is why they are waiting until they have June's data) and then they will give us a final answer. As of right now, 13% is the answer they're sticking with.

Discussion of HDHP and HSA:

Kent Anderson asked if the board were to pick a HDHP, which one Hays would be suggesting.

Randy from Hays: Nothing greater than the \$1,350/person \$2,700/family. He stated that we can start making more aggressive moves once we see who takes the new plan option.

Conversation ensued about split risk/adverse selection.

Dr. Hocker mentioned that without DPS contributing the difference in cost from the old plan to the new into each person's HSA, he doesn't see how anybody would want to opt for the new high deductible plan.

Scott Schmidt agreed with that, and stated that with kids constantly getting sick, or having broken bones, sprains or other injuries from sports, etc. that there would have to be a major kickback to even consider going to a HDHP for a lot of people.

Moving forward:

Everybody agreed that a lot of educating will have to be done leading up to this new plan, so that everybody knows what they're getting themselves into and can adjust for higher out of pocket, etc.

Kelly from Hays suggested we do an open enrollment meeting.

Randy from Hays followed it by saying they've had great success with doing health fairs w/educational components.

The group discussed that we would maybe try to make a definitive plan in July after we've gotten our final answer from Hays at the end of June. Meghan mentioned that it for sure has to be all set in place by the September 20th payroll.

Scott asked how people go about figuring out which one is best for them personally. Kelly stated that there are calculators and tools online that help you crunch the numbers, and Randy agreed that there are several different resources available to everyone. We just need to be very good about communicating and educating the people on where to go for the info.

Other:

-There are no minimum requirements as far as how many people sign up for this new plan.

-We aren't taking the health fund increase because of us deciding to possibly offer a second plan, the increase is happening either way.

-Suggesting possibly having Horace Mann or whoever holds the HSA accounts doing some of the educating since that's what they get paid for.

No motions presented.

Hays will get us some more information, and relay the final numbers to us by the end of June, and we will schedule to meet sometime thereafter.

Meeting adjourned at 3:11 by Dr. Hocker.

Minutes by: Alicia Rehbein-HR Assistant