

Meeting Minutes  
CWPU UIP (Unified Insurance Program)  
Special Trustee Meeting via Conference Call  
Thursday, February 28, 2013

Chair Wyatt Scheibner called the meeting to order at 10:30 a.m. with the following present:

<u>PUD</u>	<u>Trustees</u>	<u>Alternate Trustees</u>	<u>Administrators</u>
Benton	Allison Jubb	Jody George	
Douglas	Wyatt Scheibner	Barbara Davis	
Ferry	Andrea Olson		
Franklin		Sylvia Hubbard	
Grant	Darla Shannon	Annette Hernandez	Mary Heston
Okanogan	Don Coppock	Laura Richards	
Pend Oreille	Paul Boxleitner		
Mercer: Suzanne O'Neil and Traci Young			

**Biometric Screening:**

Broker O'Neil briefed the group on the recommendation from the Administrators meeting of February 14<sup>th</sup>. The Administrators recommendation was as follows:

- Vendor: Health Advocate
- Method: Venipuncture
- Timing: Fall
- Allow eligible covered spouses

Discussion followed. The following clarifications were made:

- Health Advocate agreed to waive the \$200 minimum fee at smaller locations.
- Per screening fee is \$54 for Venipuncture. Each PUD could coordinate with Health Advocate for flu shots, other immunizations, or additional screenings in conjunction with the standard screening, if desired. The standard screenings and flu shots would be paid for by the Trust. Any additional services would be paid for by each PUD.
- Participants can choose to have the screening done at their doctor's office or on site at their PUD.
- Results would be available within two weeks after the event via a portal, email or US Mail.
- Free on-site coaching will be available.
- Individual registration is required online or by phone prior to the event.
- Each location will have an onsite representative.
- The first communication will be four weeks prior to the event, outlining how to register, etc.

There being no further discussion, Trustee Boxleitner made a motion and Trustee Jubb seconded to approve Health Advocate as the vendor for biometric screenings for all UIP members and eligible covered spouses, utilizing the venipuncture method. The screenings are to be conducted in the fall of the year. The cost for the screenings, including flu shots given in conjunction with the screenings, will be paid by the Trust. With the exception of flu shots, any ancillary services are to be paid for by each PUD.

**The motion passed by unanimous vote.**

**Potential EIAC Topics:**

During the February 1 CWPU call the UIP Trustees were asked to identify priority topics for consideration by the EIAC prior to bargaining. Broker O'Neil reviewed several priority topics which she had itemized on a power point slide, including:

- Plan year change to calendar year to simplify administration and encourage enrollment into the CDHP.

- Contribution adjustment as a result of the Collective Research and Temporary Reinsurance Fees under PPACA.
  - Education regarding these federally mandated fees would be very helpful.
- Revisit strategy around coverage for dependents. This would be to determine whether adoption of an incentive or surcharge program to encourage coverage for spouses on their own employer's plan, where available, would make sense for the group.
  - Intended for those individuals who have other options.
- Common wellness vendor among all seven PUDS for items like biometric screenings, health assessment and on-line wellness portal, tobacco cessation program, but brings flexibility by PUD for underlying activities and challenges.
  - Having a way to monitor the plan from a health status perspective is important.
- Discussion of potential plan design changes.
  - Increase CDHP deductible but couple with a formal way to offset deductible increase through wellness.
  - Evaluate other ways to encourage movement to the CDHP as a broader strategy to mitigate or delay the impact of the Cadillac Excise Tax in 2018 under PPACA.
    - Incentives and/or plan design
  - Create ongoing benefit and contribution strategy to keep the PPO in line with market (large utilities and groups of similar size) to avoid getting behind market between bargaining years.
    - Implement in steps over the course of the new agreement.
    - Encourage consumers to be aware of wellness and make better choices.

Others offered ideas of other topics for the EIAC to consider, however it was agreed that the top three priority topics should be the plan year change, wellness strategies, and strategies to encourage movement to the CDHP. In order to have a more centralized list, Chair Scheibner asked the group to send their ideas of topics for the EIAC to Mary to compile and distribute to the group. It is understood that the EIAC would not be able to address every topic, but such a list may facilitate future discussions with CWPU or among members of the Trust or the EIAC.

The meeting was adjourned at 11:25 a.m.

Approved by Trustees on April 24, 2013



Wyatt Scheibner, Chair

#### Action Items:

Description	By Whom	Due Date
Send ideas of topics for EIAC to Mary	Trustees	

Agenda/Minutes Distribution:

Trustees

Allison Jubb  
Wyatt Scheibner  
Andrea Olson  
Susan Paysse  
Darla Shannon  
Don Coppock  
Paul Boxleitner

Alternate Trustees

Jody George  
Barbara Davis  
Sue Nush  
Sylvia Hubbard  
Annette Hernandez  
Laura Richards  
John Jordan

Public Utility District of:

Benton County  
Douglas County  
Ferry County  
Franklin County  
Grant County  
Okanogan County  
Pend Oreille County

Administrators/Others:

Mary Heston	Grant PUD
Suzanne O'Neil	Mercer H&B
Jeff Scalph	Mercer H&B
Traci Young	Mercer H&B
Connie Olson	Larson Allen
Lee Colclasure	Larson Allen
Tim Nies	UIP Auditor-Franklin PUD
Phillip Law	UIP Treasurer - Grant PUD
Cary West	UIP Assistant Treasurer – Grant PUD
Bob Sebris	CWPU Labor Counsel

CWPU Managers:

Chad Bartram	Benton PUD
William Dobbins	Douglas PUD
John Friederichs	Ferry PUD
Ed Brost	Franklin PUD
Tony Webb	Grant PUD
John Grubich	Okanogan PUD
John Jordan	Pend Oreille PUD

Meeting Notices/Agendas/Minutes posted on [www.grantpud2.org/cwpu](http://www.grantpud2.org/cwpu) and sent to:

Shannon Stuber	DES – Risk Management - State of WA
Ed Manus	IBEW Local 77
Steve Hendrickson	IBEW Local 77